



## **VOTE OF CONFIDENCE AND RESOLUTION OF SUPPORT FOR JAMES L. HENDERSON, Ed.D**

PROVISO TOWNSHIP HIGH SCHOOL DISTRICT 209 SUPERINTENDENT

**WHEREAS**, Proviso Township High School District 209 (“PTHS D209”) is committed to delivering a high quality education to every student, in every classroom, every day and ensuring that they are prepared to pursue advanced degrees or enter the workforce; and

**WHEREAS**, PTHS D209 must take appropriate measures to hold itself accountable for student performance metrics and make adjustments when the data suggests it is not meeting satisfactory targets; and

**WHEREAS**, the Board of Education unanimously hired James L. Henderson, Ed.D to lead the district to next levels of academic achievement, identify opportunities that sharpen student skills, expand student exposure, and ensure students are equipped with tools to stand among the best and the brightest, globally; and

**WHEREAS**, the Board of Education maintains the expectation that James L. Henderson, Ed.D will build upon the successes of previous administrations while making critical operational adjustments to achieve outcomes that enhance teaching and learning; and

**WHEREAS**, the Board of Education recognizes that improving outcomes for PTHS D209 students, staff, and families requires an internal look at current performance, which exposes areas of strength and opportunity; and

**WHEREAS**, the Board of Education instructed James L. Henderson, Ed.D to conduct comprehensive analysis’ of district operations, finances, technology and academic performance to make recommendations that will lead to 21<sup>st</sup> century innovation and ensure PTHS D209 students, facilities, and scholastic metrics exceed current performance; and

**WHEREAS**, the Board of Education acknowledges that James L. Henderson, Ed.D is performing the requested analysis’ with transparency and has uncovered very hard truths about current operations, technology, and academic performance; and

**WHEREAS**, current data on file with the State’s Board of Education indicates that 13-percent of the student population is proficient in Math, 13-percent is proficient in Science and 16-percent is proficient in English Language Arts. The Board recognizes this is a hard truth that all PTHS D209 stakeholders must acknowledge and, it highlights the need for significant changes to classroom and administrative dynamics; and

**WHEREAS**, current software systems and technology platforms are antiquated and do not have adequate access points to accommodate future growth and expansion. The systems slow production as they do not

sync or share information, which requires staff to consult multiple programs in order to prepare student profiles, compile data and perform critical research; and

**WHEREAS**, current operations, such as food services and transportation, require attention as they are costly but deliver unsatisfactory results.

**NOW, THEREFORE, BE IT RESOLVED**, the Board of Education declares that James L. Henderson, Ed.D is a competent leader who has been chosen for such a time as this, to lead Proviso through a pandemic, navigate the rough terrain associated with transformation and set our students on a path to increased academic achievement; and

**BE IT FURTHER RESOLVED**, that in just six months, James L. Henderson, Ed.D has ensured financial solvency and identified \$9.5 million in cost savings and corrected departmental procedures and internal financial control measures.

**BE IT FURTHER RESOLVED**, James L. Henderson, Ed.D has steered the district through a pandemic and advised the Board of Education against temporary and permanent layoffs to ensure teachers and staff maintained financial stability during uncertain times.

**BE IT FURTHER RESOLVED**, James L. Henderson, Ed.D has worked aggressively to secure COVID-19 vaccinations for PTHS D209 staff to limit the risks of viral exposure and establish a safe environment for in-person teaching and learning.

**BE IT FURTHER RESOLVED**, James L. Henderson, Ed.D has demonstrated a commitment to invest in the teacher workforce and bring increased diversity to classrooms across the district; increasing minority representation and more closely aligning the teacher, student demographics.

**BE IT FURTHER RESOLVED**, James L. Henderson, Ed.D has demonstrated care and concern for the whole student and has a focused goal of making sure students who have a designated disability have access to academic programming that leads to a high school diploma as well as enhanced social and emotional development that supports success in the real world.

**BE IT FURTHER RESOLVED**, James L. Henderson, Ed.D has partnered with and supplied local food banks with meals over holidays and school breaks to ensure students who rely on the district for daily meals are not left hungry.

**BE IT FURTHER RESOLVED**, that the Board of Education trusts wholly that James L. Henderson, Ed.D will continue to maintain the highest degree of integrity while working on behalf of, and making decisions that represent the best interests of, all PTHS D209 students, families, teachers and staff; and

**BE IT FURTHER RESOLVED**, that James L. Henderson, Ed.D. has carefully crafted a thoughtful, coherent approach, in an unprecedented manner, to leading professional learning opportunities for both the operations and academic leadership in the district with the implementation of bi-weekly communities of practice where thought leaders come together to drive strategies focused on equity and excellence.

**BE IT FURTHER RESOLVED**, that James L. Henderson, Ed.D. has framed the leadership work through the lens of equity, which is driving district-wide initiatives and practices to ensure there is a fair and equitable approach. For example, James L. Henderson, Ed.D has increased access to the SAT Prep program for students in Proviso East, Proviso West, and Proviso Math and Science Academy, with the goal of positively impacting student outcomes.

**BE IT FURTHER RESOLVED**, that James L. Henderson, Ed.D has outlined a thoughtful, strategic framework to address student achievement gaps and deficiencies within the district and, he has consulted the Board of Education before making operational adjustments; and

**BE IT FURTHER RESOLVED**, that James L. Henderson, Ed.D is working to be transparent with teachers, staff, and the community about intended operational adjustments by making plans available during public Board of Education meetings, prior to execution.

**BE IT FURTHER RESOLVED**, that the PTHS D209 Board of Education fully supports James L. Henderson, Ed.D. It will not tie his hands or lock him into operating under the policies and procedures implemented during a previous administration. Rather, it will afford James L. Henderson, Ed.D the opportunity to integrate proven teaching, learning, and operational measures aimed at improving the trajectory of the district.

**BE IT FURTHER RESOLVED**, that the Board of Education will continue to stand alongside James L. Henderson, Ed.D aboard the Northbound Train to Greatness.

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Rodney Alexander  
PRESIDENT

District 209 Board of Education  
Proviso Township High Schools

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Amanda Grant  
Secretary

District 209 Board of Education  
Proviso Township High Schools

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Theresa Kelly  
Vice PRESIDENT

District 209 Board of Education  
Proviso Township High Schools

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Ned Wagner  
member

District 209 Board of Education  
Proviso Township High Schools

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Sam Valtierrez  
member

District 209 Board of Education  
Proviso Township High Schools

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Arbdella “Della” Patterson  
member

District 209 Board of Education  
Proviso Township High Schools