

Gender Similarities and Differences in Learning, Development and Performance

District 39 Long-Range Plan Priority Two – Encouraging Exploration, Discovery, and Creativity

A Report by the District 39 Community Review Committee
June 2006

CRC Subcommittee Members

Keith Dronen, Co-Chair

Jason Weller, Co-Chair

Michele Augustynski, CRC President

Diane Fisher, Ph.D., CRC Past-President, Clinical Psychologist

Suzanne Goff, Differentiation Support Teacher, Central School

Kathy Hofschield, M.Ed., First Grade Teacher, Harper School

David Palzet, Ph.D., Principal, Wilmette Junior High School

Chris Rusnak, School Psychologist, Central School

Acknowledgements

The Gender Similarities and Differences Team extends its gratitude to the following individuals, whom with their hours of cooperation and hard work, helped make the writing of this report possible:

The members and leadership of the Wilmette Education Association, who gave enormous support by completing the educator survey and provided insights along with data to our research efforts. Their challenges, judgments, and commitments to our students are clearly reflected throughout this final document and in the intellectual journey we traveled together.

Sue Kick, Principal at Harper School, whom led a group of educators (Karen Ciba, Kate Hood, Ann Norton, and Laura Polkoff) to look at the Reading Enrichment programs at the elementary schools and gathered data on placement rates by gender.

Toni Shinnars, Director of Curriculum and Instruction, whom prepared a summary of statistical data on the Iowa Test of Basic Skills (ITBS) by gender. These results are posted on the District 39 website and have been previously discussed with the Board of Education.

Dr. Alice Reardon, Administrator for Human Resources, whom completed a review of gender differences in District 39 among classroom teachers, including the proportion of the applicant pool, interview pool and hires that are female and male teachers, both in total and by grade. Dr. Reardon's interviews with teachers shed valuable insights into how hiring practices can influence the gender mix of a teacher group and how changes in hiring practices can overcome possible biases in hiring.

Mr. Phil Earvolino, our district Database Systems Specialist, whom worked with others at the Mikaelain Center and schools, had provided a large pool of answers to specific multi-year data requests. Phil performed numerous statistical analyses to validate the significance of differences in results by gender. His invaluable insight and ability to draw critical conclusions from the statistical data allowed us to discover very accurate findings on gender similarities and differences within our district.

Our sub-committee benefited enormously from the insights and questions of Dr. Glenn "Max" McGee, District 39's Superintendent, a frequent participant on our calls and meetings. His input and support of our efforts elevated our thinking, propelled us forward and added enormously to this final product.

Finally, thank you to countless others in District 39 who helped us enormously with this report. This includes members of the Administrative Council, individuals in the schools who helped us gather data, and to friends and family who directed us to specific articles and encouraged us in this labor.

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