



# Illinois School for the Deaf

125 S. Webster Avenue  
Jacksonville, IL 62650  
217-479-4200 Voice / TTY  
217-717-9654 VideoPhone  
217-479-4209 Fax

Founded February 23, 1839

---

February 12, 2018

Illinois Association of the Deaf

P.O. Box 2161

Palatine, IL 60078

Re: Executive Board of the IAD letter to Supt. Nist

Dear Executive Board of the IAD:

As the Superintendent of the Illinois School for the Deaf, I am responding to your letter I received on February 2, 2018. In order to be sure I address the requests the IAD Executive Board has put before me, I copied and pasted the issues and will respond to them accordingly in italic blue print.

Collectively, the aforementioned issues at ISD have become insurmountable, and we request you:

- Hold your leadership team, including the principals who further purport their biased agendas, accountable; *I have and will continue to hold my leadership team accountable for the performance of their job responsibilities.*
- Develop a comprehensive strategy to effectively recruit qualified, Deaf educators, administrators and staff members to work at ISD; *ISD is working in collaboration with Gallaudet University and National Technical Institute for the Deaf/Rochester Institute of Technology to recruit qualified Deaf/HH educators by providing internship experiences with benefits such as housing.*
- Address the issues of nepotism at ISD; *There are staff working at ISD that are family members. However, none of them report to a supervisor within the same family. Here is the DHS policy:*

*<http://intranet.dhs.illinois.gov/onenet/page.aspx?item=10090>*

#### *Policy Statement*

*It is the policy of the Department of Human Services (DHS) to prohibit nepotism in relation to the terms and conditions of employment and to the awarding of contracts.*

---

A residential school for students who are deaf and hard of hearing operated by the Illinois Department of Human Services, Division of Rehabilitation Services.

*Accredited by the Conference of Educational Administrators of Schools and Programs for the Deaf and North Central Association of Colleges and Schools.*

## Procedures

*To ensure that no favoritism is shown, it is the policy of DHS that relatives will not be allowed to directly report to each other. In addition, favoritism will not be applied to relatives in filling vacancies, granting promotions or recommendations of superior performance increases or other pay increases*

*A DHS employee shall not directly supervise a relative.*

- *Instruct the IT team to take down the Cued Speech poster from the ISD website; The informational posters were removed from the ISD website.*
- *Revise the Rutan interview process to ensure Deaf individual(s) are a part of developing desired answers for interview questions; I forwarded your concerns regarding the Rutan interview process to the Bureau of Recruitment Services who controls and conducts the interview selection process. If ISD is asked for feedback regarding the questions or preferred responses, the input from qualified (must be Rutan trained and non-union) Deaf/HH staff feedback will be taken into consideration along with other feedback.*
- *Expand the ISD ASL Program with ASL specialists who are Deaf and fluent in ASL; ASL was added to the high school curriculum this school year. Upon securing qualified ASL Deaf/HH educator(s), more classes in ASL and /or Deaf Studies will continue to be offered to students.*
- *Issue a school-wide policy that staff members should utilize ASL in front of Deaf students and faculty members instead of speaking; and The communication policy has already been sent out to staff again as a reminder, accessible communication posters have been placed all over campus, staff seen talking without signing have and will continue to be approached by supervisors and sensitivity training has been provided to some staff.*
- *Produce and release the results from Beverly Trezek's cued speech studies conducted at ISD.*

*Dr. Trezek is no longer contracted with ISD.*

*<https://academic.oup.com/jdsde/issue/22/4>*

*Journal of Deaf Studies and Deaf Education – Oct. 2017*

Respectfully,



Julee M. Nist, M.Ed., Ed.S.  
Superintendent