



# Oak Park Elementary School District 97

260 Madison Oak Park Illinois 60302 ph: 708.524.3000 fax: 708.524.3019 [www.op97.org](http://www.op97.org)

---

To: Members, Board of Education  
Dr. Carol Kelley, Superintendent of Schools

From: Laurie Campbell, Assistant Superintendent for Human Resources

RE: Being Intentional in Creating Our Workforce Presentation

Date: May 22, 2018

The Vision97 4All Plan is the action plan designed to achieve the District's vision of creating a positive learning environment for all District 97 students that is equitable, inclusive and focused on the whole child. Professional practices lay the groundwork for student learning and achievement of the plan. These professional practices or pillars when implemented consistently will sharpen our instructional effectiveness. There are four pillars included in the Vision 97 4All Plan.

Pillar 3 "Effective Teachers, Leaders and Staff for Every Student, for Every School" is about investing in the District's greatest asset - people. There are three strategic objectives that drive the work for Pillar 3 including objective 3.2 "Being Intentional in Creating our Workforce". Community members have raised questions about the District's progress towards providing teaching staff that align with the demographics of the student population. This evening's presentation will include student and staff demographic data, demographic data from District 97's comparable districts, and updates on the District's recruiting and hiring practices for teaching positions.