



Oak Park Elementary School District 97

970 Madison ▪ Oak Park ▪ Illinois ▪ 60302 ▪ ph: 708.524.3000 ▪ fax: 708.524.3019 ▪ www.op97.org

MEMORANDUM

To: Dr. Albert Roberts, Superintendent
Members of the Board of Education
From: Steve Cummins, Director of Human Resources
Re: **Personnel and Student Data Report**
Date: October 31, 2013

The Personnel Report and Student Data Report is compiled annually by the Human Resources department to track and observe trends from employee data and student enrollment data. Information on each employee group is presented by full time equivalent (FTE) and then by actual number of staff for each group. The student enrollment and diversity data is based on the enrollment figures found in the District's PowerSchool data system.

One related topic of interest when looking at this data is the diversity of District 97 teachers (and employees) relative to the diversity of the student population. The shortage of minority teacher candidates has been documented as a national problem. Illinois, a state with one of the highest disparities between the racial percentages of teachers and students, is among the states with the greatest diversity challenges.

Attached you will find the report that will be used as a basis for the presentation. Major aspects of the report will be presented at the meeting. The Board will also be presented with information as to how Oak Park 97 compares to national, state, and suburban Illinois schools in regards to addressing diversity between teachers and students.

Trends in District 97 student enrollment and personnel staffing are noted below:

	FY11	FY12	FY13	FY14
Administration	28	26	25	25
Administrative Support	18	21	16	16
Teaching Staff	464.91	463.30	467.10	481.49
Education	BA-21.6% MA-77.2% Ph.D/Ed.D-1.2%	BA-21% MA-78% Ph.D/Ed.D-1%	BA-20% MA-79% Ph.D/Ed.D/J.D.-1%	BA-19.7% MA-80% Ph.D/Ed.D.-<1%
Racial/Ethnic (Teaching Staff)	Asian-3% African American-14.4% Hispanic-3.2% Native American-1% White-77% Multi-Racial-2.4%	Asian-3% African American-15% Hispanic-2.5% Native American-<1% White-78.2% Multi-Racial-<1%	Asian-3.2% African American-14% Hispanic-2.4% Native American-<1% White-79% Multi-Racial-<1%	Asian-2.5% African American-14.5% Hispanic-2.2% Native American-<1% White-79.5% Multi-Racial-<1%

Racial Ethnic (All Staff)	Asian-2.6% African American-24.2% Hispanic-3.5% Native American-<1% White-68% Multi-Racial-1.5%	Asian-2.5% African American-25% Hispanic-3% Native American-<1% White-68% Multi-Racial-<1%	Asian-2.5% African American-26% Hispanic-3.2% Native American-<1% White-67.5% Multi-Racial-<1%	Asian-2% African American-26% Hispanic-3% Native American-<1% White-68% Multi-Racial-<1%
Gender	Male-20% Female-80%	Male-19.5% Female-80.5%	Male-20% Female-80%	Male-20.5% Female-79.5%
Support Staff	273	270	258	258
Student Enrollment	5506	5632	5802	5863
Minority Student Enrollment	42.4%	43.4%	42.5%	TBD