



# Oak Park Elementary School District 97

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TO: Members, Board of Education  
Dr. Carol Kelley, Superintendent

FROM: Dr. Carrie Kamm, Senior Director of Equity  
Dr. Laurie Campbell, Assistant Superintendent of Human Resources

DATE: August 9, 2018

RE: District 97 and Alma Advisory: Recruitment and Hiring for Diversity Project

District 97 is seeking to better understand our systems and processes to recruit, hire, and retain a diverse teacher workforce. To assist us in understanding our current status in these three areas, the Alma Advisory Group has conducted focus groups with principals, teachers, community members, and district leaders. They have conducted an analysis of our teacher recruitment and hiring processes.

We wish to continue our work with Alma Advisory to support our work in creating a long term plan to address our desire to recruit, hire, and retain a more equitable workforce. The details of this plan are outlined in the attached scope of work. The total cost to the district is \$30,000.