



Oak Park Elementary School District 97

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

FROM: Laurie Campbell, Assistant Superintendent for Human Resources

RE: Demographic Data on New Teaching Staff - Information Only

DATE: August 15, 2017

The spring and summer of 2017 have been busy for the human resources department. With over thirty retirees plus numerous resignations and leaves of absence, we have hired fifty-nine new staff to date and are currently working on filling twelve more positions. Of the fifty-nine new hires, fifty are part of the teaching staff (OPTA members). Based on recent resignations and leaves of absence, we have two classroom teaching positions to fill. We expect to have filled the two classroom teaching positions by the time this report is presented to the Board.

The Board has asked for a report on the demographics of our new teaching (OPTA) staff. The data presented in this report includes new staff hired as of Thursday, August 10th at the end of the work day. The data presented in this report does not include administrators or support staff.

Ethnicity Data

	New Teachers	Percentage	2016-2017 Teacher Data (Percentage)	2016-2017 Student Data (Percentage)
Caucasian	37	74%	80%	54%
African American	10	20%	12%	18%
Hispanic	1	2%	4%	12%
Asian	0	0%	3%	4%
Native American	0	0%	1%	3%
Multi-Racial	2	4%	6%	12%

From the 2016-2017 Personnel Report:

- 2015-2016 12% of our candidates were African American
- 2016-2017 20% of our candidates were African American
- 2016-2017 New Teachers: 7% African American, 10% Hispanic, 74% White

On August 15th from 6:30 - 7:00 p.m. we welcomed our new staff to District 97 with a reception and formal introduction. New teaching staff will participate in three days of orientation beginning on August 16, 2017 which includes sessions designed to assist with the transition to District 97. Topics include District 97 culture and history, curriculum and instructional resources, technology distribution, meeting with OPTA leadership, and training on the teacher evaluation criteria.

Finally, updated information on the demographics of all staff, including new hires, will be presented to the Board in October as part of the Personnel and Student Data Report.