



Oak Park Elementary School District 97

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To: District 97 Board of Education
Dr. Carol Kelley, Superintendent

From: Dr. Carrie Kamm, Senior Director of Equity

Re: Teacher Leadership Role Committee Recommendations for School Year 2020-21

Date: April 21, 2020

The OPTA Collective Bargaining Agreement outlines leadership roles for District 97 teachers. These leadership roles are based on the recognition of teachers' expertise and belief in the importance of having practitioners in positions of leadership. Specific roles are designed to achieve several purposes:

- Support increased student growth and attainment
- System development and program implementation
- Support implementation of the district's Educational and Racial Equity Policy
- Establish and support collective leadership at the district and school level
- Maximum support for the classroom teacher
- Innovation
- Increase leadership and development opportunities

The OPTA Collective Bargaining Agreement established Leadership Roles for OPTA members within Section G of the agreement. In the Section G language, the parties agreed to establish the Leadership Role Committee consisting of two (2) OPTA members appointed by the OPTA Executive Board and three (3) members selected by the Superintendent. The Leadership Role Committee that convened during the current school year consisted of the following individuals:

Adrienne Court – OPTA Member
James Zander – OPTA Member
Gina Herrmann – Senior Director of Human Resources
Dr. Carrie Kamm – Senior Director of Equity
Angelica Love – Brooks Middle School, Assistant Principal

The OPTA Agreement states that the Leadership Role Committee shall annually meet, by no later than April 30 of each year, to discuss whether to recommend that the Board add, delete, reduce the number of types of roles and whether to make any adjustments in the tiered pay level of a specific role based on new initiatives and/or whether the actual time commitments made by teachers in a specific leadership role exceeds or falls short of the initial estimated commitments.

The Committee has met to review and discuss the needed roles for the 2020-2021 school year and has engaged relevant district and school administrators in role review. In addition, a survey was sent to all teachers to provide feedback on roles they have had and the extent to which the role responsibilities in practice met the role responsibilities as written. 116 teachers responded to the survey. These survey results were shared with relevant district and school administrators and informed their recommendations for any changes to roles for the 2020-2021 school year.

Please see the attached Leadership Roles Chart for 2020-2021 document for a summary of role recommendations and stipend amounts. Here is an explanation of changes for 2020-2021:

- **Increased Tier stipend for Related Service Provider Team Leaders (5 positions):** The Senior Director of Student Services, Donna Middleton, has made this recommendation due to the need to increase meeting and planning time with this team, as well as for supporting implementation of district-wide professional development and insuring consistency of practice in their related service area. Starting in 2020-2021, this team will meet monthly after school for 90 minutes and have a 3-hour summer planning session. This payment tier is commensurate with other committees/team who have the same level of meeting time outside of the instructional day. The recommendation is to change the stipend from Tier A (\$750) to Tier B (\$1,500).
- **Addition of Middle School Culture and Climate Tier 2 Team (6 positions; 3 at Brooks; 3 at Julian):** Under the direction of the Senior Director of Equity, Carrie Kamm, we have started to design Tier 2 behavior intervention supports for students (small social skills groups via the Mindful Middle Schoolers program facilitated by DePaul University Clinicians) and plan to implement additional interventions in 2020-2021. Within the Positive Behavior Intervention and Support framework, the purpose of the Tier 2 team is to ensure students receive timely access to interventions, oversee implementation, and use data to monitor student progress and evaluate the program's overall outcomes. The addition of this Tier 2 supports Policy 7:12-Component C/Eliminating Discipline Disproportionality. The stipend for this role is Tier B (\$1,500)
- **Increased Tier stipend Grade 6-8 Department Chairs (13 positions):** Based on feedback from teachers who have held the role of Grade 6-8 department chair, and based on analysis from Dr. Tawanda Lawrence, Senior Director of Curriculum, Instruction, and Assessment, the Teaching and Learning department supports increasing the Tier stipend level for grade 6-8 department chairs (for each middle school, 1 department chair for science, math, language arts, world language, humanities; shared across both schools-1 department chair for Design, Art, and Physical Education). In the last year, the level of work required of department chairs related to curriculum review and facilitating curricular unit revision has increased, along with leading professional learning that goes beyond the current

tier stipend level. The recommendation is to change the stipend from Tier C (\$3,000) to Tier D (\$4,500).

- **Increase number of Special Education Team Facilitators from 12 to 17:**

Based on feedback from teachers who have held the role of Special Education Team Facilitator, and based on analysis from Senior Director of Student Services, Donna Middleton, it has been determined that the workload for the current team facilitators goes beyond what they can reasonably manage. Team facilitators have a high level of expertise that allows them to insure that our management of the student IEP process complies with IDEA. It is also a stressful role. Team facilitators currently are paid \$180 for every evaluation they complete after 25 evaluations have been completed. Last school year, the Special Education department paid \$9,900 in overage for staff that exceeded 25 evaluations. Donna Middleton has recommended adding 5 additional team facilitator roles to alleviate the need for paying staff for overage, to mitigate the time intensity, and to help mitigate the stress level of this team.

Financial Impact

For the 2020-2021 school year, the projected financial impact of the proposed roles is \$667,500.00. With the additional roles and stipend increases for SY21, there will be an increase of \$48,750 to the teacher leader roles budget. These increases will be offset by reductions in department budgets so the impact on the district's overall budget will be neutral.