



Oak Park Elementary School District 97

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To: District 97 Board of Education
Dr. Patricia Wernet, Co-Interim Superintendent
Dr. Griff Powell, Co-Interim Superintendent

From: Dr. Carrie Kamm, Senior Director of Equity

Re: Teacher Leadership Role Committee Recommendations for School Year 2022-2023

Date: March 15, 2022

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:

Gina Harris – OPTA Member
James Zander – OPTA Member
Dr. Eboney Lofton-Chief Academic and Accountability Officer
Dr. Carrie Kamm – Senior Director of Equity
Susan Mura – Irving 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 2022-2023 school year and has engaged relevant district and school administrators in role review.

In order to have a timely teacher leader roles application process that supports planning for summer professional learning, the Committee proposes the following timeline:

- March 15, 2022: SY23 Teacher Leader roles presented to Board of Education
- April 12, 2022: Board of Education approves (anticipated) SY23 Teacher Leader roles
- April 13-April 22, 2022: Teacher leader roles application period
- April 25-May 4, 2022: Administrator application review
- May 5, 2022: Roles Committee Meeting (final review of administration recommendations)
- May 9, 2022: Notify staff re SY23 teacher leader roles

Please see the attached SY 2022-2023 Teacher Leader Roles Recommendations document for a summary of role recommendations and stipend amounts.

Financial Impact

For the 2022-2023 school year, the projected financial impact of the proposed roles is \$720,000.