

SY25 Stipend Teacher Leadership Roles

Tuesday, May 28, 2024
Board of Education Meeting



What's the big idea?





Tonight's Presenters

May 2024

Dr. Natacia Campbell Tominov

Assistant Superintendent of Human Resources and
Equity

Dr. Luis Fernando De Leon

Assistant Superintendent of Middle School

Mr. Patrick Robinson

Assistant Superintendent of Elementary School



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Meet the Teacher Leadership Roles Committee

May 2024

Nataica CampbellTominov

Assistant Superintendent of Human Resources and
Equity

Fernando Carrillo

Orchestra/Music Teacher, Brooks & Julian

Luis Fernando De Leon

Assistant Superintendent of Middle School

Patrick Robinson

Assistant Superintendent of Elementary School

Gabrielle Rosenblum

Music Teacher, Beye School

Agenda

Topics Covered

D97's Transfromation Goal

Purpose of Teacher Leadership Roles

Measuring Impact

SY25 Leadership Roles Changes

District Transformation Goal

School-based teams will work collaboratively using logic models to demonstrate how effective instructional practices come together using the following concepts:

- the 2022 Danielson Framework for Teaching (FfT)
- Illinois Culturally Responsive Teaching and Leading Standards (CRTLS)
- universal design for learning (UDL)
- competency-based education (CBE)
- collective teacher efficacy

The transformation theory guiding this effort is as follows:

If we change adult practices to support student success in our current focal student cohort, we will meet short-, medium-, and long-term outcomes for ALL students.

How Will Teacher Leader Roles Support This Goal?

The purpose of each teacher leader role is to generate understanding and support for culturally and linguistically responsive standards-based core instruction in alignment with the school improvement logic model, with attention to universal design for learning to provide access to content and support of effective teaching and learning as defined by the Danielson Framework for Teaching.

Teacher Leadership Roles Support...

Professional Learning Communities (PLCs)

They create opportunities for teachers to collaborate, reflect on their practice, and engage in meaningful dialogue about teaching and learning.

Teacher Empowerment and Voice

Teacher leaders advocate for policies and practices that support effective teaching and student learning by serving on committees, participating in decision-making processes, and communicating the needs and perspectives of teachers to administrators.

Teacher Leadership Roles Support...

Professional Growth and Leadership Pathways

Teacher leadership roles provide opportunities for professional growth and leadership development. They allow teachers to develop new skills, expand their knowledge base, and take on leadership responsibilities that prepare them for future leadership roles within education.

Student Achievement

Ultimately, teacher leadership roles are aimed at improving student achievement and outcomes. By supporting teachers in their professional growth, fostering collaboration, and advocating for effective instructional practices, teacher leaders contribute to the success and well-being of students

How Will Schools Monitor the Impact of Teacher Leadership Roles in SY25?

To demonstrate their contribution to school improvement, each teacher receiving a teacher leader role stipend will submit visible work products demonstrating their contributions to student learning at the end of each trimester.

Visible Work Products

Work may vary depending on the purpose of the teacher's role and may include evidence or documentation of leadership.

Examples

- Design and facilitation of agendas for teacher team meetings
- Plan for and conduct behavior teaching rotations
- Develop action plans for classroom and/or school instructional improvement, including analysis of student data assessments
- Conduct instructional coaching rounds and provide supportive real-time feedback and suggestions to classroom teachers
- Partner with classroom teacher/s to identify student needs and bring forward solutions to be considered by grade-level and/or school-level teams
- Create and implement student support plans in a manner that builds the capacity and provides support for classroom teachers
- Develop student leadership opportunities around school expectations
- Design and provide targeted professional development opportunities
- Identify innovative approaches to address a particular need and document the impact

Purpose of Teacher Leadership Roles Committee

- Develop leadership role descriptions and duties
- Create an annual application process and timeline
- Establish a process for selecting individual teachers to serve in teacher leadership roles
- Determine how schools will monitor the impact of the teacher leadership roles
- Develop rules regarding the length of time a teacher may serve in the same leadership roles
- Make recommendations for multi-year roles and stagger the transition of roles above

SY25 Stipend Teacher Leadership Roles Changes



Teacher Leadership Roles (15)	# of OPTA Position (131)	SY24 Stipend Amount
PreK/EC -5 TEAM LEADERS	51	\$4,500
ELEMENTARY SPECIAL AREAS BLT REPRESENTATIVE	8	\$1,500
ELEMENTARY SPECIAL EDUCATION BLT REPRESENTATIVE	8	\$1,500
MTSS ELEMENTARY SCHOOL LEADERS	8	\$4,500
PROFESSIONAL LEARNING COMMITTEE	14	\$1,500
BLACK EXCELLENCE TEACHING IN OAK PARK (BETOP)	10	\$1,500
MTSS MIDDLE SCHOOL LEADERS	2	\$4,500
RELATED SERVICE PROVIDER TEAM LEADER	5	\$1,500
MTSS INTERVENTIONIST DEPARTMENT CHAIR	2	\$3,000
STUDENT SERVICES DEPARTMENT CHAIR	2	\$3,000
MULTILINGUAL DEPARTMENT CHAIR	1	\$1,500
SPECIAL AREAS DEPARTMENT CHAIR	9	\$3,000
PKP COORDINATOR	1	\$3,000
STUDENT SUPPORT SPECIALIST -BLT	5	\$1,500
StUDENT SUPPORT SPECIALIST - PBIS	5	\$1,500

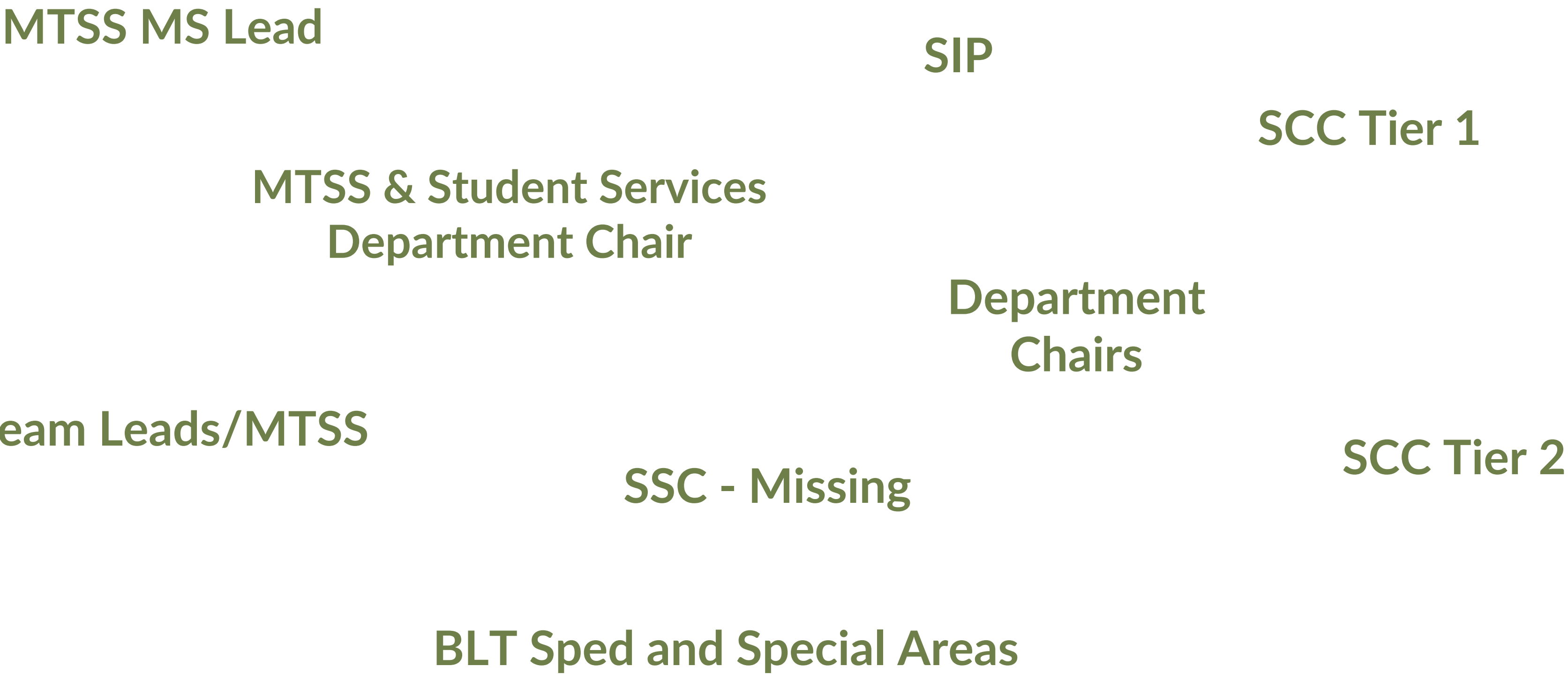
SY25 New/Changes Teacher Leadership Roles (6)	# of OPTA Position (77)	SY24 Stipend Amount
Elementary MTSS Culture and Climate Team	24	\$1,500
Middle Logic Model & Department Leads	15	\$4,500
6-8 Team and MTSS Leads	26	\$4,500
*Instructional Coach Team Lead	1	\$3,000
*Middle School UDL Teacher Leader	1	\$3,000
*Portrait Early Learning Engagement Teacher Leader	10	\$1,500

**Indicates a new teacher leadership role*

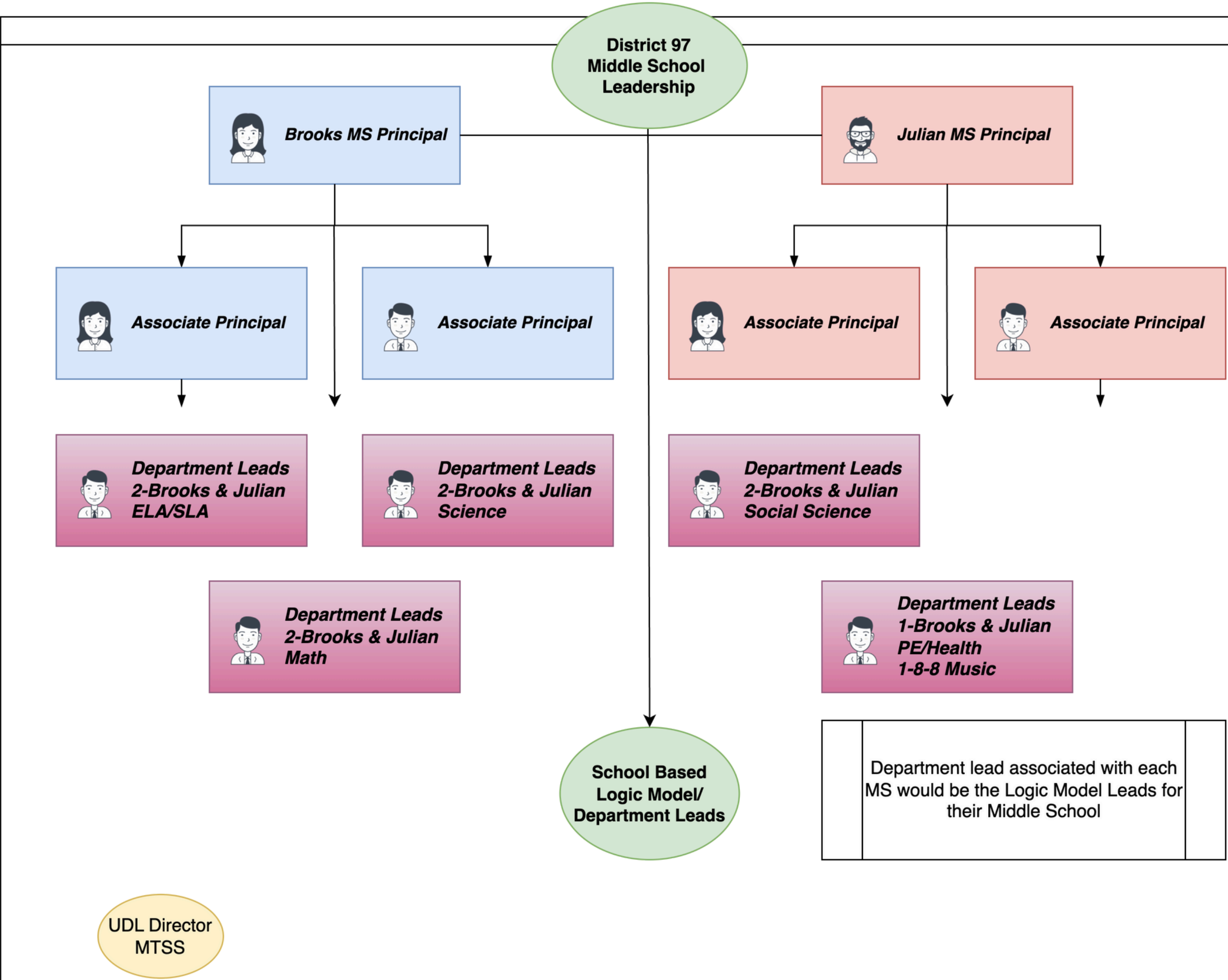
Total Number of SY25 Teacher Leadership Roles	# of OPTA Positions	SY25 Stipend Amounts
21	208	\$637,500

Middle Schools

Middle School - Teacher Role Stipends SY 23-24

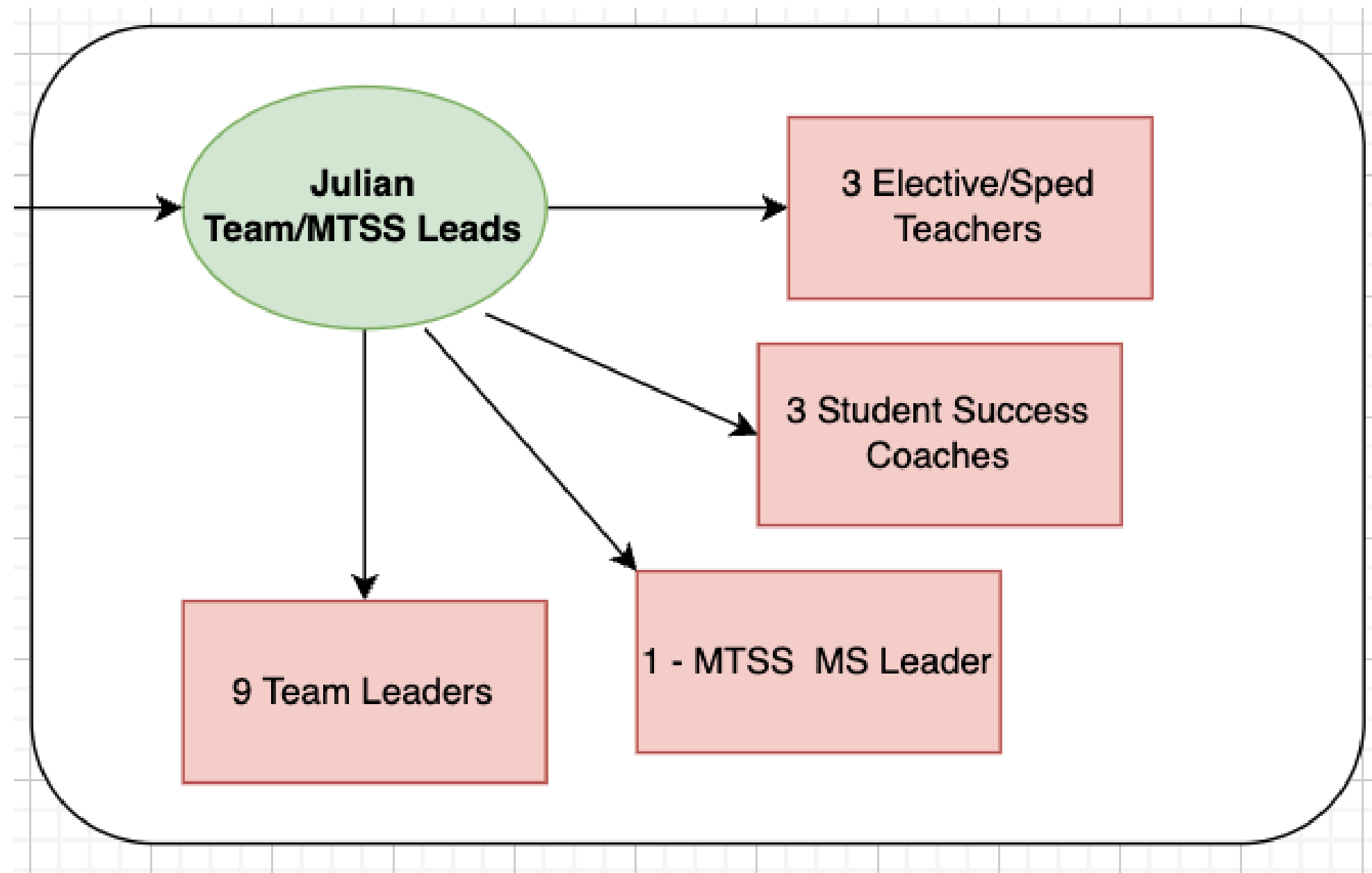


Middle School - Teacher Role Stipends SY 24-25 Logic Model Department Lead

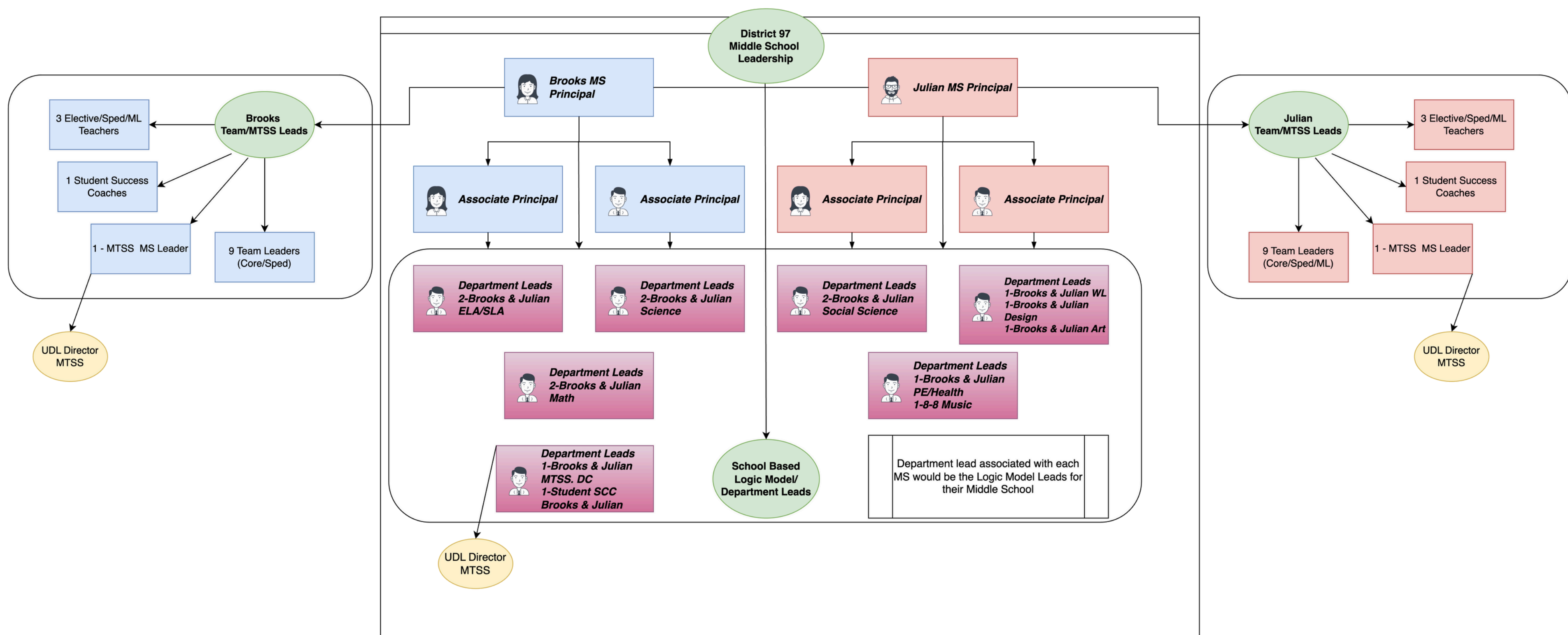


Middle School - Teacher Role Stipends SY 24-25

Grade Level Team Leads and MTSS



Middle School - Teacher Role Stipends SY 24-25





Timeline

May 2024

- **On 5.14.24**, The district committee present the SY25 roles proposal to the Board of Education and request funding.
- **On 5.28.24**, The Board of Education acts on the funding request.
- **On 5.29.24**, If the Board of Education approves funding, the roles application is launched via Frontline.
- **On 6.7.24**, The roles application period ends.
- **By 6.7.4**, Principals complete role selection.
- **By 6.10.24**, The Teacher Leadership Role Committee meets to finalize roles.
- **On 6.12.24**, SY25 Teacher Leader Roles are communicated to staff members.



Thank you & Questions

