



Oak Park Elementary School District 97

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

From: Laurie Campbell, Assistant Superintendent for Human Resources

Re: Leadership Role Committee Recommendations for 2017-18 School Year

Date: April 26, 2017

The OPTA Collective Bargaining Agreement established Leadership Roles for OPTA members within Appendix C of the agreement. In the Appendix C 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:

Lary Grimaldi – OPTA President
Veena Rajashekar – OPTA Vice President
Laurie Campbell – Assistant Superintendent for Human Resources
Dr. Amy Warke – Chief Academic & Accountability Officer
LeeAndra Khan – Brooks 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 Tier Level pay 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 three times to review and discuss the needed roles for the 2017-2018 school year. Below is a synopsis of the recommendations for 2017-2018 school year that is being presented to the Board of Education for consideration and approval.

Summer Programming

The Committee first met in February of 2017 following recommended changes to the Prep for Success summer programming for students in grades three through five. In January of 2017, District 97 partnered with the Oak Park Educational Foundation to provide summer programming to students in grades three through five through their BASE Camp. District 97 will offer Summer Launch, a four-week reading and writing workshop experience for students in grades one and two. At this time, the District expects to employ seven teachers and one coordinator for the program.

During the February meeting, the Committee reviewed and made adjustments to the Music Camp stipends. The Committee examined the coordinator stipend for Music Camp that will be held at Julian Middle School. Instead of hiring a coordinator for Music, the Committee decided to increase the stipend for the music teachers who will complete the preparations for this program. If an administrator is needed during the camp, the teachers will contact the Julian Principal and/or central office administration for assistance.

Professional Learning Committee

The Professional Learning Committee stipend will reduce to Tier 1 from Tier 2 to better align with the Diversity Council that also meets on a monthly basis.

School Improvement Team (SIT) Committee

For the 2017-2018 school year, the SIT Committee will work under a new structure called the Building Leadership Team. The roles included on the Building Leadership Team include the PreK-5 Team Leaders, MTSS Leader, Building Administration, Instructional Coach, Student Support Specialist and others as needed. The Building Leadership Team team is more closely aligned to the instructional work being done in the schools including the implementation of the Formative Assessment for Results (FAR) process, support of Eureka Math, Writing Units of Study, and Second Step Curriculum. The School Improvement Team Committees will be on sabbatical for the 2017-2018 school year with potential permanent elimination in the 2018-2019 school year.

K-5 Level Chairs

These district-wide grade-level positions will continue to be on sabbatical for the 2017-2018 school year as the focus will be on the grade level teams' work.

PreK to 5 Team Leaders

The PreK to 5 Teams leader stipend will increase to Tier 3. The PreK to 5 Team Leaders lead the building grade level teams through analysis of student work via the FAR Process and are members of the Building Leadership Team starting in 2017-2018.

Grade 6-8 Team Leaders

The 6-8 grade level team leaders will increase from Tier 1 to Tier 2, as this group will assume the responsibilities for the MTSS process. The Department Chairs will focus on content while the Team Leaders will focus on student academic progress, student behavior, and coordination of the team.

Transitional Coordinators (8th – 9th Grade)

In the past, District 97 provided assistance in the summer prior to their freshman year at OPRF to students who did not meet eighth grade graduation requirements. During the 2016-17 school year, the middle schools received Title One funds that were used to help all students meet the graduation requirements. As a result, the two transitional coordinator positions are no longer needed.

Financial Impact

Overall the projected financial impact of the proposed roles is \$699,500 for the 2017-2018 school year. This represents a reduction of \$101,150.

Please let me know if you have any questions or comments.