



# Oak Park Elementary School District 97

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To: District 97 Board of Education  
Dr. Ushma Shah, Superintendent

From: Dr. Tawanda Lawrence, Senior Director of Curriculum, Instruction, and Assessment  
Jeremy Christian, Julian Middle School Principal  
Patrick Robinson, Whittier Elementary School Principal

Re: Teacher Leadership Role Committee Recommendations for School Year 2023-2024

Date: April 25, 2023

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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 the 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:

Jeremy Christian – Julian Middle School, Principal

Gina Harris – OPTA Member

Dr. Tawanda Lawrence - Senior Director of Curriculum, Instruction, and Assessment

Patrick Robinson – Whittier Elementary School, Principal

James Zander – OPTA Member

The OPTA Agreement states that the Leadership Role Committee shall annually meet, by no later than March 20th of each year, to discuss whether to recommend that the Board add, delete, or 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 2023-2024 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:

- **On 4.25.23:** The district committee presents the roles proposal to the Board of Education and request funding
- **On 5.9.23:** The Board of Education acts on the funding request
- **On 5.10.23:** If the Board of Education approves funding, the roles application is launched via Frontline
- **On 5.19.23:** The roles application period ends
- **By 5.30.23:** Principals complete role selection
- **By 6.1.23:** The Teacher Leadership Role Committee meets to finalize roles
- **On 6.2.23:** SY24 Teacher Leader Roles are communicated to staff members

Please see the attached SY 2023-2024 Teacher Leadership Role Recommendations document for a summary of role recommendations and stipend amounts.

### **Financial Impact**

For the 2023-2024 school year, the projected financial impact of the proposed roles is \$623,500.