

SY26 Stipended Teacher Leadership Roles

Tuesday, April 22, 2025
Board of Education Meeting





Meet the Teacher Leadership Roles Committee

Natacia Campbell Tominov

Assistant Superintendent of Human Resources
and Equity

Luis Fernando De Leon

Assistant Superintendent of Middle School

Kelly Good

Science Teacher, Julian Middle School

Patrick Robinson

Assistant Superintendent of Elementary School

Gabrielle Rosenblum

Music Teacher, Beye Elementary School

The Teacher Leadership Roles Committee

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 guidelines 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

Alignment to Goals



2024-25 District 97 Transformation Goals

We Learn, Lead and Celebrate Together

Our District Culture
ALL Employee Professional Learning

We Design for ALL

Elementary Core Instruction Foundations
Middle School Redesign

We Align Resources

Master Facilities Plan
Comprehensive Safety Plan

We Learn Everywhere

Portrait of an Oak Park 8th Grade Graduate
Early Childhood Education

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

Monitoring Impact

How are we monitoring teacher leadership roles?

District/School Leaders collected **visible work products** from each teacher receiving a teacher leader role stipend, demonstrating their contributions to student learning at the end of each trimester.

SY25 Visible Work Products

Examples

- Design and facilitation of agendas for teacher team meetings
- 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
- 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

How are we monitoring teacher leadership roles?

To create a holistic picture of the impact of teacher-leader roles and help inform future SY26 Teacher Leadership Roles, we **surveyed** all administrators working with teachers in leadership roles.

We asked questions regarding the impact on:

- Core instruction
- Focal Cohort Students
- Adult practices
- Social-emotional school-wide and classroom learning environments

How are we monitoring teacher leadership roles?

.

We engaged building leaders in **reflective, courageous conversations** on teacher leadership roles, areas of strengths, and growth opportunities, and we can make shifts in language that ensure visible contributions and authentic shared leadership at sites or on district-level work.

How are we monitoring teacher leadership roles?

OPTA Committee Members gather feedback on Teacher Leadership Roles from members to help inform conversation and discussion for SY26 roles.

SY26 Stipend Teacher Leadership Roles Proposal



Elementary School Building Leadership Teams

Teacher Leadership Roles (7)	# of OPTA Position (107)	SY26 Stipend Amount
PreK/EC -5 Team Leaders	51	\$4,500
Elementary Special Area BLT Representative	8	\$1,500
Elementary Special Education Representative	8	\$1,500
MTSS Elementary School Leaders	8	\$4,500
MTSS Elementary Culture and Climate Team	8/16	\$3,000 Lead/\$1,500 members
Student Support Specialist - BLT	4	\$1,500
Student Support Specialist - PBIS	4	\$1,500

Middle School Building Leadership Teams

Teacher Leadership Roles (3)	# of OPTA Position (45)	SY26 Stipend Amount
MTSS Middle School Leaders	4	\$4,500
Middle Logic Model & Department Leads	15	\$4,500
6-8 Team-MTSS Leads	26	\$4,500

District Department Leaders

Teacher Leadership Roles (7)	# of OPTA Position (21)	SY26 Stipend Amount
Related Service Provider Team Leader	5	\$1,500
MTSS Interventionist Department Chair	1	\$3,000
Student Service Department Lead	2	\$3,000
Multilingual Department Chair	1	\$1,500
Instructional Coach Team Lead	1	\$3,000
Special Area Department Chair	9	\$3,000
Preschool Kindergarten Program Coordinator	1	\$3,000

District Leadership Committee

Teacher Leadership Roles (2)	# of OPTA Position (24)	SY26 Stipend Amount	Estimated Number of Dedicated Hours (Meetings/Planning)
*Professional Learning Committee	14	\$1,500	40 hrs
Black Excellence Teaching in Oak Park (BETOP)	10	\$1,500	40 hrs

**Included as a contractual provision*

SY26 Teacher Leadership Role Summary

Total Number of SY26 Teacher Leadership Roles	# of OPTA Teacher Leadership Stipends	SY26 Stipend Amounts
19	196	\$639,000



Timeline

May 2025

- **On 4.22.25**, the district committee presented the SY26 roles proposal to the Board of Education and requested funding.
- **On 5.13.25**, the Board of Education acts on the funding request.
- **On 5.14.25**, if the Board of Education approves funding, the role application is launched via Frontline.
- **On 5.27.25**, the role application period ends.
- **By 5.30.25**, Principals complete role selection.
- **On 6.4.25**, SY26 Teacher Leader Roles are communicated to staff members.



Thank you & Questions