Professional Personnel Leadership Committee (PPLC) – Special Meeting Agenda

Date: April 15, 2025
Time: 3:30 PM
Location: Room 104

(PPLC) Member

Teacher LSC Representative Jennifer Velazquez (Co-chairperson)	A
Teacher LSC Representative Timothy Toner (Co-Chairperson)	P
Teacher Marvin Evins (Secretary)	P
Teacher Andrew Martinek, NBCT (Open Meetings Act Officer)	P
Teacher Sean O'Bra (FOIA Officer)	A
Teacher Andrzej Jarmoc (Community Relations Officer)	P
Teacher Lucy Wright (Time Keeper, Sustenance Officer)	P
Assistant Principal Marlon Mclachlan - timekeeper for the day	P

*__note__: *transcript of meeting linked on last page*

1. Call to Order & Attendance (5 mins)

- - Led by *Jennifer Velazquez* and *Timothy Toner*
- Roll call

2. Public Comment (10 mins)

- (2-minute limit per speaker)
  NONE

- Optional: Comments submitted in writing will be included in the minutes
- Celebrations

3. Review of Unfinished Business from April 3, 2025 (5 mins)

- Confirmation of tabled items

- Any immediate clarifications from previous meeting

4. Teacher Feedback & Concerns (from Google Form) (20 mins)

Teacher Feedback Google Form Data (New Business)(from previous meeting)

- Discussion of previously submitted staff concerns:

    - Hiring practices and transparency (strike through)

    - Professional development alignment with instructional goals
        - Solutions oriented
        - Making decisions based on ACT scores:
            - Curricular and what is happening in the classroom as alignment with ACT prep
            - College readiness discussed
            - Pd on what departments need
            - Schedules for pds are needed for the summer.
            - Discussion of what we can target? Data driven decisions
            - Concern of albert.io.
            - And checkpoint training. Might replace albert.io with checkpoint training.

    - Introduction of new courses (Junior/Senior Seminar, Embarc) without ILT or PPLC input
        - Senior seminar will play a part in college preparatory.
            - Discussion of essential needs for students.
            - Researching different ways to access material to opportunities.
            - Concern about gossiping amongst staff.
        - Concern about scholarships..
            - How do we access the appropriate resources and materials.
            - Proper use of time distribution for students according to their needs.
                - Appointment use for staff to resolve this.
                - Concern about intentional planning to take place.
                - Scheduling emphasis discussed from admin to staff.

- Solution presented about 7C
  - Adding to 7C would be a problem discussed
  - Alternative solution to this
  -

Review of any new staff concerns submitted via the Google Form.

1. There is a concern about the perceptions surrounding hiring practices within the PPLC. Some staff feel that the process is not uniformly rigorous, with some members being hired through personal connections. This has led to newer hires feeling unqualified or undervalued, which can create a sense of inequality. Comments about how people were hired may contribute to this perception, making new staff feel unwelcome or discouraged.
2. There is a concern regarding the lack of an opportunity for staff to provide feedback on professional development that aligns with departmental focus areas and the skills students need for the ACT.
3. There is a concern regarding recent changes to the school's programming and course offerings, particularly the introduction of mandatory junior and senior seminars, as well as the Embarc program. These changes were not discussed with the ILT or PPLC prior to implementation, and there is uncertainty about how they align with the school's CIWP, vision, and mission, especially as a selective enrollment high school. Staff are concerned that the addition of these required courses will limit students' ability to take higher-level electives, particularly those that prepare them for college coursework. This could impact students' academic flexibility and their ability to pursue courses that align with their post-secondary goals. Additionally, there is a lack of data to support these decisions, and the new courses do not appear to match the course structures of other selective enrollment high schools, which do not require these types of seminars. Concerns have been raised that these changes may inadvertently hinder students' preparation for selective colleges by limiting their access to college-level electives and opportunities.

— senior seminar classes emphasized concerning the electives.
Concerns about scholarships.

Embarc discussed and possible implementation

Possible class using Embarc

5. Curriculum Planning for SY26 (10 mins)

- Mapping course offerings
    -
- Cross-departmental collaboration needs
- Equity of access to AP/electives

6. Follow-up on CIWP Sharing & Collaboration (5 mins)

- Status of current theory of action
    - Revision of ILT needs to happen
    - Theory of action needs to reflect what is happening in the building
    - Our new theory of action is data driven.
- Department chair updates– need to get feedback from the chairs and department
- Measurable goals and indicators –
    - Implementing 21st skills to the staff with support of the staff.
    - Creating modules of training for the staff.
    - ILT will build course catalog.
        - Suggestion for PPLC to add the tracks
            - Hypothetical

Freshman needs to do their interest surveys

What seniors are planning to major in college.

Individual coaching

7. Budget Planning Updates (10 mins)

- Department wishlist submissions
- Identifying critical gaps in materials or programming
- Clarification of internal vs. external budgets

8. PPLC Survey(Continued Discussion) (15 mins)

- Clarify scope, purpose, and appropriate structure per the CPS Law Department
- Ensure compliance with PPLC responsibilities and district policy
- Next steps (if any)

9. Finalize Next Steps & Assignments (5 mins)

- Clarifying statements from 4/2/25 for inclusion in the minutes.
- Who's following up on what
- Requests for additional documents or data

10. Adjournment

Next meeting : resource assignments
Transcript of meeting minutes