

## Des Moines Public Schools

### Teacher Leadership and Compensation (TLC) System: District-Wide and School-Based Positions

**TLC Vision**

The DMPS vision is to recognize and reward Teacher Leaders' contributions to instructional improvement *and* to expand their influence and numbers in helping peers refine and improve their practices in the classroom through job-embedded professional development.

**Teacher Leadership Roles**

1,161 teacher leadership roles are included in the 2017-18 DMPS TLC system that fall into three levels: Coaches, District-Wide Teacher Leaders, and School-Based Teacher Leaders. Within each of these levels, multiple roles have been identified:

- **Coaches:** Instructional Coaches, Special Education Support Teachers
- **District-Wide Teacher Leaders:** District PLC Facilitators – Secondary Level, Demonstration/Trailblazer Classroom Teachers, and TLC Coordinators
- **School-Based Teacher Leaders:** School Leadership Team Members, Innovation Classroom Teachers, and Mentors

**Teacher Leader Salary Supplement and Additional Contract Days**

Role	# per School	# District-wide	Classroom Assignment	Salary Supplement	Additional Contract Days for PD & Associated Add'l Pay
District PLC Facilitators – Secondary Level		40	100%	\$750	1 day/\$150
Demonstration Teachers/Trailblazers		102	100%	\$1,000	3 days/\$450
Special Education Support Teachers		17	0	\$3,300	3 days/\$450
TLC Coordinators		2	0	\$7,000	30 days/\$7,061
TLC Coaches (75 Total)					
• Elementary	1				
• Middle School	1				
• High School	2				
• Districtwide Programs	1				
• Smouse	1		0	\$3,300	3 days/\$450
• Van Meter	1				
• Central Academy	1				
• Central Campus	1				
• Scavo	1				
• Preschool: 2 - .5 FTE positions					
Non-TLC Instructional Coaches/IB Coordinators	Varies		0	\$3,300	Up to 3 days/\$450
School-Based Teacher Leaders					
• School Leadership Team (SLT) Members	See chart	503	100%	\$1,000	2 days/\$300
• Innovation Teachers					
Mentors (serving 1 <sup>st</sup> & 2 <sup>nd</sup> year teachers)		200	100%	\$2,500	Up to 3 days/\$450
PLC Leaders, Schools for Rigor	195 total				
• Elementary	7				
• Middle School	15		100%	\$3,300	3 days/\$450
• High School	15				

School-Based Teacher Leaders	
School/Program	SLT Members & Innovation Classroom Teachers – Total Positions for each School/Program 2017-18
East, Lincoln	14
Hoover, North, Roosevelt	12
Scavo	6
Central Campus	7
Central Academy	6
Middle schools	9
Jesse Franklin	6
Orchard Place	6
Van Meter	6
Elementary schools	8

## Teacher Leadership and Compensation System 2017-18

### Roles of the TLC District-Wide and School-Based Teacher Leaders

**District PLC Secondary Facilitators:** TLC Professional Learning Community (PLC) Secondary Facilitators plan and lead five focused learning sessions on school improvement initiatives on early-release Wednesdays as part of the district's professional development system. PLC Facilitators are 100% in the classroom with a salary supplement and additional contract days for training.

**Demonstration/Trailblazer Classroom Teachers:** TLC Demonstration teachers provide a laboratory for colleagues and school leaders to see best practices in action. Core practices necessary for high-quality teaching and learning will be highlighted in demonstration classrooms across all content areas and grade spans.

- Demonstration Classroom Teachers model and debrief teaching practices with other practitioners
- Demonstrate reflective practice in classroom teaching, aligned to the Marzano Instructional Framework
- Serve as early implementers of new curriculum and technology
- Assist in developing instructional tools for teaching district curriculum

Demonstration teachers will contribute to a video library of instructional practices for colleagues across the district to view. Seeing the elements come to life in a classroom will support others in their growth and development. TLC Demonstration Teachers are 100% in the classroom with a salary supplement and additional contract days for training.

Current Trailblazers may apply for a TLC salary supplement (see application process below).

**School-Based Teacher Leaders** (100% in the classroom with a salary supplement and additional contract days for training):

- **TLC School Leadership Team Members** serve on the School Leadership Team (SLT).
- **TLC Innovation Teachers** positions support cultivation of innovation across the district. TLC Innovation Classroom Teachers identify an area of action research aligned to the Marzano Instructional Framework to improve or refine practice within the classroom. Innovation Teachers share their learning with peers.

**Mentors:** Mentors support job-embedded coaching and professional development to beginning teachers. Mentors may engage in co-planning, modeling, and co-teaching lessons; as well as observing, providing feedback, and coaching classroom instruction as appropriate. Mentors support implementation of district initiatives directed at strengthening core instruction through the common language of effective teaching practices articulated in the Instructional Framework. Teachers are 100% in the classroom with a salary supplement and additional contract days for training.

**PLC Leaders, Schools for Rigor:** These PLC Leaders provide leadership for school PLCs who are engaged in the Schools for Rigor work. The position provides the school leadership with additional support to carry out the critical function of effective PLCs focusing on rigorous standards-based teaching and learning in all phases – planning, delivery, reflection, and adjustment. PLC Leaders are 100% in the classroom with a salary supplement and additional contract days for training.

### TLC Teacher Leader Renewal Process for 2017-2018

- All teachers will respond to a survey regarding their experiences with the 2016-17 TLC system. Survey will be open March 28 – April 7.
- Teacher Leaders will respond to a survey asking if they are interested in continuing in their TLC position(s) (maximum of 2) for the 2017-18 school year. HR will send out to current TLC staff with positions that can be renewed for 2017-18. Survey open March 28 – April 7.
- The evaluator or designee meets with each teacher leader and reviews TLC survey results and IPDP/TLC artifacts for each teacher leadership position the teacher holds (renewals only). Evaluators will receive TLC survey data from Jen Hahn in HR on April 17<sup>th</sup>. Evaluators will conduct these meetings **between** April 17 and June 15.
- Evaluator or designee completes the TLC Position Renewal Meeting form (Formsite) indicating the process is complete and whether or not the teacher will continue in their current position(s). Timeframe to complete is April 17-June 15.

**Application:** <http://www.dmschools.org/jobs-dmps/teachers/teachers/?internal=internal&category=TLC>

Applications open April 3<sup>rd</sup> through April 12<sup>th</sup> for Demonstration Teachers. Applications open from April 3<sup>rd</sup> through June 2 for all other positions.

### Process for District-Wide and School-Based Teacher Leaders TLC positions – NEW & current openings: (April 3-April 12 and June 2)

- Complete the internal application process through Applitrack.
- Required qualifications: Three years of teaching experience including the current year with at least one year in DMPS. Be sure to follow up with your 3 references to ensure they have completed the survey. **Applications will not be considered without 3 completed references.**
- Demonstration Teacher positions: Based on the information from the application, some teachers will be asked to submit a lesson plan, video, and reflection.

### District-Wide and School Based Teacher Leader Positions – Frequently Asked Questions (FAQ):

- 1. Can I apply for more than one TLC Salary Supplement?** Yes; however a teacher can only be hired for two TLC positions each school year.
- 2. How will schools/programs allocate their School-Based Teacher Leader Positions between School Leadership Team Members and Innovation Classroom Teachers?** Each school/program has been allocated a specific number of School-Based Teacher Leader positions (see chart on reverse side). Each School Leadership Team will determine how these positions are allocated for the school year between School Leadership Team Members and Innovation Classroom Teachers.
- 3. Can I apply for a School-Based Teacher Leader position at more than one school?** No. A teacher can apply for a School-Based Teacher Leader only at the school to which they are assigned for the 2016-17 school year.
- 4. Can school counselors be hired for a TLC role?** Yes, if they meet the requirements: three years teaching experience including one year in DMPS and a valid teachers' license in the State of Iowa.