

TLC Overview 2017-2018

March 28, 2017



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DMPS Vision for our TLC System

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.

2017-2018

Additions

- 1161 projected teacher leader positions (+182)
- Trailblazers added as a TLC role
- Adding 137 more PLC Leaders at Schools for Rigor

Changes

- Adjustments to PD days
- Demonstration Teacher position not automatically renewed and will be open for anyone to apply
- Removing elementary District PLC Facilitator role (secondary will remain)

Teacher Leader Role Categories

- **Coaches**
 - Instructional Coaches
 - Special Education Support Teachers
- **Districtwide Teacher Leaders**
 - District PLC Facilitators Secondary Level
 - Demonstration Teachers /Trailblazers
 - TLC Coordinators
- **School-Based Teacher Leaders**
 - School Leadership Team Members
 - Innovation Teachers
 - Mentors
 - PLC Leaders at all Schools for Rigor

Coaches

Role	Salary Supplement	Professional Development Days
Instructional Coach	\$3300	<ul style="list-style-type: none">• 1 day - district training• 2 days - SLT retreat or Summit on School Climate and Culture
Special Education Support Coach	\$3300	<ul style="list-style-type: none">• 1 day - district training• 2 days - Summit on School Climate and Culture

Districtwide Teacher Leaders

Role	Salary Supplement	Professional Development Days
District PLC Facilitators Secondary	\$750	<ul style="list-style-type: none">1 day - district training
Demonstration Classroom Teachers	\$1000	<ul style="list-style-type: none">1 day - district training2 days – New Teacher Orientation (as needed) OR Summit on School Climate and Culture
Trailblazers	\$1000	<ul style="list-style-type: none">3 days - district training
TLC Coordinators	\$7000	<ul style="list-style-type: none">30 days

School-Based Teacher Leaders

Role	Salary Supplement	Professional Development Days
School Leadership Team Members/ Innovation Teachers	\$1000	<ul style="list-style-type: none">• 2 days - SLT retreat or Summit on School Climate and Culture
Mentors	\$2500	<ul style="list-style-type: none">• 2 days - district training• 1 day - New Teacher Orientation (mentors with 1st year teachers)
PLC Leaders, Schools for Rigor	\$3300	<ul style="list-style-type: none">• 1 day - district training• 2 days - SLT retreat or Summit on School Climate and Culture

School Leadership Team Members Innovation Classroom Teachers

School/Program	Total SLT 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

Professional Development: 2017-2018

Mentor PD

- Mentors of 1st year teachers only – August 16th
- August 3rd or August 9th (8:00-3:30PM)
- October 3rd, 9th, or 10th (4:00-7:00PM)
- February 6th, 12th, or 13th (4:00-7:00PM)

Instructional Coach PD

- August 17th (8:00-3:30PM)

Demonstration Teacher PD

- August 10th (8:00-3:30PM)

DMPS TLC Renewal/Hiring Process



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Renewal and Hiring

Renewal process for current TLC positions begins
April 3

- Communication with TLC staff directly from Human Resources (electronic renewal survey)
- Principal/evaluator reviews TLC effectiveness survey data, artifacts, and determines renewal of staff member's position
 - School Leadership Team Member
 - Innovation Teacher
 - Instructional Coach/IB Coordinator
 - Mentors
- Decisions will be made by June 16, 2017

Demonstration Teacher Hiring Process

- Apply in AppliTrack

Based on the information from the application, some teachers will be asked to submit:

- a lesson plan on provided template
- a 7-10 minute video of that lesson
- a reflection in response to two questions (either via video or as a written response on lesson plan)

Application & References

Apply on AppliTrack – Available at:

- Jobs@DMPS - Teachers → Teacher Leader Positions
- TLC Website
- Searching AppliTrack after logged in

Three references required. **Applications will not be considered without 3 completed references.**

1 current supervisor

2 current colleagues

Hiring Steps

- Meet Required Specifications
 - Three years (including current) teaching experience
 - One year (including current) DMPS teaching experience
- Meet at least one Desired Specification
 - Masters Degree
 - Coaching coursework
 - Experience with adult learners
 - Proven leadership skills
- Apply on AppliTrack .

How to Apply in AppliTrack

Navigate to the Jobs@DMPS page

Jobs @ DMPS

A Great Place to Live and Learn.

A Great Place to Teach and Work.

For more than 100 years, Des Moines Public Schools has been educating the students of Iowa's capital city.

Today, we are the largest provider of public education in Iowa, with more than 32,000 students and nearly 5,000 teachers and staff in 60 schools throughout a culturally rich community.

Des Moines is a vibrant, innovative and diverse city where metro meets mellow, and it's topping national list after list of best cities for living, playing and raising a family.

DMPS is an award-winning school district with a growing number of career choices, already more than any other district in Iowa. Suburban districts send their students to DMPS for participation in nationally recognized programs taught by nationally recognized educators.

We provide families with more educational choices than any place in Iowa. We educate the top scholars in the state who go on to attend leading colleges and universities around the world. And we are home to teachers who are recognized throughout the state and across the country as the best in their fields.

Because a picture is worth a thousand words, we welcome you to see what your future holds at DMPS on our [Flickr.com page](#), and to read stories about the exciting things our students and staff are up to when you return to the [dmschools.org](#) to begin exploring.

Des Moines Public Schools offers the widest variety of positions with the best compensation packages in central



Living and Working in Des Moines
Salaries & Benefits
Teachers
School Administrators
Central Office Administrators
Teacher Associates
Licensed Professionals
Support Staff
Substitutes
Athletics and Activities
AmeriCorps
Transportation
Food Service
Child Care
Internal Transfer
Student Teacher Mentor (Internal Only)

How to Apply in AppliTrack

Click on “Teacher Leader Compensation Positions”

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Teachers

Great Opportunities for Dedicated Educators

Des Moines Public Schools is Iowa's largest school district, offering more career paths and choices than any other district in Iowa.

We are home to educators who are recognized throughout the state and across the country as the best in their fields and they educate the top scholars in the state who go on to attend leading colleges and universities around the world.

We boast the largest collection of innovative educational programs, including:

- Iowa's only public Montessori school.
- According to the Belin-Blank Center for Gifted Education, our Central Academy's "record of excellence with Advanced Placement is an honor for the entire state of Iowa," producing more National AP Scholars in one recent year than 13 entire states!
- The Downtown School is regarded as a national model, and our Career & Tech Institute delivers training in everything from culinary arts to aviation technology, a scope that is rare in districts with comparable profiles.

Des Moines Public Schools offers a great variety of positions and the best compensation packages in central Iowa. If you are looking for great career opportunities in education, then you are looking at the right place. Explore your areas of interest below.

[New Applicants:](#)



Living and Working in Des Moines
Salaries & Benefits
Teachers
English Language Learning (ELL) Teachers
Elementary Teaching Positions
Middle School Teaching Positions
High School Teaching Positions
Kofu Teacher Exchange Positions
Special Education Teaching Positions
Student Services Related Positions
Summer School Positions
Teacher Leader Compensation Positions
School Administrators
Central Office Administrators
Teacher Associates
Licensed Professionals
Support Staff
Substitutes
Athletics and Activities
AmeriCorps
Transportation

How to Apply in AppliTrack

Apply for the position you are interested in

Openings as of 3/29/2017

All Types » **TLC (3 openings)** Search Postings:

TLC Demonstration Classroom Teacher (FOR PRESCHOOL LOCTIONS ONLY)

JobID: 3396

Position Type:
TLC/Demonstration Classroom Teacher

Date Posted:
4/29/2016

Location:
MULTIPLE LOCATIONS - SEE DESCRIPTION

Date Available:
Fall 2016

Closing Date:
05/20/2016

Description:
FOR PRESCHOOL LOCTIONS ONLY

Attachment(s):
TLC Demonstration Teacher

TLC PLC Facilitator (Internal Only)

JobID: 3371

Position Type:
TLC/PLC Facilitator

Date Posted:
4/26/2016

Location:
MULTIPLE LOCATIONS - SEE DESCRIPTION

Date Available:
Fall 2016

Closing Date:

Teachers

- English Language Learning (ELL) Teachers
- Elementary Teaching Positions
- Middle School Teaching Positions
- High School Teaching Positions
- Kofu Teacher Exchange Positions
- Special Education Teaching Positions
- Student Services Related Positions
- Summer School Positions
- Teacher Leader Compensation Positions

School Administrators

- Central Office Administrators

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QUESTIONS?



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