

# **Teacher Leadership & Compensation Plan**

## **West Des Moines Community Schools**

*updated January, 2020*

### **TLC GOALS:**

#### **Goal 1: Attract and Retain**

- *Increase the percentage of new and experienced teachers who continue to serve in West Des Moines Community Schools.*

#### **Goal 2: Promote Collaboration**

- *To improve student outcomes, we will improve instructional practice through collaboration, sharing of instructional practices, and the implementation of the Danielson framework within the WDMCS professional growth model.*

#### **Goal 3: Reward Professional Growth**

- *Increase the range of teachers who apply for open teacher leader positions beyond 0-1 to 1.) fill all open positions and 2.) maximize the opportunity to have a highly qualified teacher in all teacher leader positions.*

#### **Goal 4: Improve Student Achievement**

- *Increase teacher capacity to lead to student academic growth and social emotional well-being.*

### **2019-2020 WDMCS Teacher Leader Roles:**

| <b>Teacher Leader Role</b>                   | <b>Stipend/Extra Days</b> |
|--|---------------------------|
| <b>Instructional Coach</b>                   | \$2,500/5 extra days      |
| <b>Curriculum Lead</b>                       | \$2,500/5 extra days      |
| <b>SP ED Coach</b>                           | \$2,500/5 extra days      |
| <b>MTSS Coordinator</b>                      | \$2,500/5 extra days      |
| <b>PBLN Thought Partner</b>                  | \$2,500/5 extra days      |
| <b>PBLN PD Coach</b>                         | \$2,500/5 extra days      |
| <b>Online Learning Coordinator</b>           | \$10,000/20 extra days    |
| <b>Beginning Teacher Mentor Coord</b>        | \$2,500/5 extra days      |
| <b>Learning Supports / Family Engagement</b> | \$2,500/5 extra days      |
| <b>Mentor Teacher</b>                        | \$2,000                   |
| <b>Demonstration Teacher Coordinator</b>     | \$1,750                   |
| <b>Demonstration Teacher</b>                 | \$750                     |
| <b>Building Equity Lead</b>                  | \$1,000                   |
| <b>Building Leadership Team</b>              | \$750                     |
| <b>District Leadership Team</b>              | \$1,000                   |

## **TLC Implementation Memo:**

The West Des Moines Community Schools (WDMCS) applied for and received approval from the Iowa Department of Education to participate in the Iowa Teacher Leadership and Compensation (TLC) system. The WDMCS and the West Des Moines Education Association (WDMEA) have collaboratively agreed upon TLC implementation as noted below.

### 1. Selection Committee

A. Interview teams (formerly Review Councils), will participate in the process of selecting teacher leaders (TLs) and recommend TL candidates to the superintendent for approval. WDMEA leadership and administrative leadership team members will select a balance of teachers and administrators from staff who have indicated interest for participation in an interview team for district level TLC roles. A significant pool of names will be maintained to accommodate those within the pool who may wish to apply for teacher leader roles. This pool of names will be updated and approved on an annual basis by Administrative Leadership and Association Leadership members.

B. Each building site will have interview teams for building level TLC roles. The interview team shall be comprised of two teachers appointed by the Association and two administrators appointed by the District Human Resources administrator(s). A building site may form a joint interview team with another building site, provided the total number of team members is at least four. A list of interview team members for each building will be maintained by the District and shared with the WDMEA annually. Any needed changes to site team members will be made jointly with the District and WDMEA leadership.

C. Human Resources (HR) will complete the initial screening of all applications. This initial screening will be done to ensure that applicants have completed the required steps in the application process. Applicants who have completed the initial screening process will be sent forward to the interview team. Following initial screening of applications in HR, the interview teams will conduct the interviews, consider pertinent application materials and the interview, complete individual scoring rubrics, and make recommendations to the superintendent for approval. Teachers who are selected must meet the qualifications contained in the job description and applicable law.

### 2. Selection of Teacher Leaders

The Superintendent will review the interview team's recommendation for teacher leader(s) and shall approve teachers to serve in TLC positions.

### 3. Assignment of Teacher Leaders

Teachers assigned to TLC positions shall retain their regular teaching contract issued in accordance with Iowa Code Chapter 279 and shall be issued a supplemental contract for a one year assignment relating to their leadership role. The supplemental contract shall not be subject to Iowa Code Chapter 279.

Teacher leaders wishing to leave their teacher leader position for the following school year should indicate that intent in writing to Human Resources no later than February 1, or the first business day thereafter. Teacher leaders will be awarded a vacant position after all displaced teachers are placed. Efforts will be made to return the teacher leader to their previous teaching position. If there is no vacant position for which a teacher leader is certified and endorsed, reduction in force language would apply (Board Policy (407.03).

Should the District reduce a teacher leader position, the District would notify the teacher leader no later than March 30, and advise the teacher of vacant positions for which the teacher leader is certified and endorsed. If there is a vacant position for which the teacher leader is certified and endorsed, the position will be awarded to the teacher leader concurrent with the timeline for displaced teacher assignments.

If there is no vacant position for which a teacher leader is certified and endorsed, reduction in force language would apply (Board Policy 407.03).

#### 4. Teacher Leadership Compensation

The salary supplements (stipends) received by teachers assigned to TLC positions will be as specified in the District's approved TLC plan. Any changes to salary supplements (stipends) for Teacher Leader positions shall be reviewed by the District Leadership Team (DLT), Superintendent, and approved by the Iowa Department of Education. The salary supplement is compensation to the teacher in the TLC position for the additional contract days and/or hours of work required of the teacher.

#### 5. Professional Work Day

Teachers in TLC positions will work in accordance with the Agreement and their personnel recommendation, and as necessary to perform the duties of their teaching and TLC positions. The expectations of the District with regard to hours of work of teachers in TLC positions will be contained in the job description for each TLC position. If the job description does not include expectations for teaching-related duties such as, but not limited to, parent-teacher conferences, regular duty assignments, and school events, then the agreement language applies.

#### 6. Work Year

Teachers in TLC positions will work the number of days specified in the District's approved TLC plan, and as provided by law. Changes in the number of days worked by Teacher Leaders will be recommended by the DLT and approved by the Superintendent or designee, upon submission for approval to the Iowa Department of Education.

#### 7. Seniority

Teachers in TLC positions will be considered members of the bargaining unit and will continue to accrue seniority in the classification to which they were assigned at the time of their selection for a TLC position.

#### 8. Funding for Program

Teacher leadership supplemental foundation aid from the state shall be required to sustain the TLC program. Any reduction or elimination of this support may result in a corresponding reduction or elimination of the assignments and compensation described in this document.

#### 9. Separation from Teacher Evaluation

This document affirms the wall between the TLC system and the evaluation process for the performance of teaching duties. Teachers in TLC positions will not evaluate other teachers.

#### 10. Review of TLC Plan

District Leadership Team (DLT) membership will be reviewed each year by the Superintendent or designee. This team will provide feedback and recommendations for changes or additions to the TLC plan.

[\*\*WDMCS Teacher Leadership and Compensation Grant 2013-2014\*\*](#)

[\*\*WDMCS TLC Changes Over Time\*\*](#)