

LEADERSHIP PREMIUMS

The SDE will fund Leadership Premium Awards as part of the first steps in creating Tiered Licensure which will replace the current state teaching scale. Tiered Licensure is being created at the state level as recommended by the Governor's Task Force. HB 504- Established Leadership Premiums as the first part of the Governor's Task Force recommendation to create a Tiered Licensure format for teacher salaries.

ESTBLISHING LEADERSHIP NEED

It is important leadership needs are first established by the administrative team and the board. The administrative team will consist of all building administrators. Administrators will solicit input from the teaching staff. The state outlines acceptable uses for the funds. In addition, the board may approve areas of leadership need. The district leadership team will identify areas of need on an annual basis. Though it is important teachers have access to these premiums, it is imperative the premiums are not designed to "provide" a premium for every teacher on staff. Positions must be clearly needed, objectives outlines, and required tasks completed. The plan and the premium distributions will be audited.

AWARD AMOUNTS

These awards will be designated by the district leadership team in amounts from \$850.00 – \$5,838.50. The awards and the amounts will change annually. While funding for leadership is ongoing, the receipt of a leadership premium is a one-time bonus. Some leadership premiums may carry a supplemental contract. For the 2014-15 school year, the district will receive approximately \$40,000.00. Hire-the-retain may receive leadership incentives at the discretion of the building principal.

AWARD PAYMENT

The award payments will be divided into two equal payments with one payment in November and one in May. The building principal or superintendent must ensure the leadership duties have been performed. Premiums will not be given to staff members who do not complete the assigned duties of each position. Premium funds must be used in the year designated. If the anticipated funds are not received from the State Department of Education, the Board of Trustees will

The following numbers are estimates using minimum amounts. All categories may not be used this year. Amount of money may increase per premium. The Superintendent has marked with an X district priorities. It is suggested amounts be increased.

Instructional Staff Leadership Premiums

Possible Leadership Premiums	X 2014-15	Notes, Description and Responsibilities	Assigned or Apply	Amount	Total
SDE APPROVED POSSIBILITIES					
Providing instruction in a subject in which the individual holds a content area master's degree (5)		<ul style="list-style-type: none"> ▪ Must be teaching in MS content area. ▪ Tiered Licensure: will accommodate current degrees? Current placement on scale accommodates for MS etc. 	Assigned	\$850.00	\$4250.00
Teaching a dual credit course (2)	X	<ul style="list-style-type: none"> ▪ University credit ▪ Also paid by supporting post-secondary ▪ Amount by Student Enrollment? 	Assigned	850.00	1700.00
Teaching a course to middle school students in which the student earns both middle and high school credit (3)	X	<ul style="list-style-type: none"> ▪ Teacher must be HQT 	Assigned	850.00	2550.00
Providing mentoring, peer assistance or professional development pursuant to Section 33-512(17), I.C. (2)	X	<ul style="list-style-type: none"> ▪ New teacher mentor ▪ Providing District or building level PD 	Apply	850.00	1700.00
Filling a designated hard to fill position (N/A)		<ul style="list-style-type: none"> ▪ Board must establish a position as hard to fill. Currently, all positions are hard to fill. 	Assigned		

Possessing College/Career readiness training and working in this capacity with such services incorporated within or provided in addition to the teacher's regular classroom instructional duties. (1)		<ul style="list-style-type: none"> Expanding capacity to assist the counselor. Able to provide assistance outside the regular teaching day. 	Apply	850.00	850.00
Holding and providing service in multiple non-administrative certificate or subject endorsement areas (2)	X	<ul style="list-style-type: none"> Must be teaching in multiple certificated positions. 	Assigned	850.00	1700.00
LOCAL DESIGNATED POSSIBILITIES		Other leadership duties designated by the Board of Trustees, excluding duties related to student activities or athletics – such duties require that the employee work additional time.			
Building level Safe and Secure Schools Leadership (1/building)		<ul style="list-style-type: none"> Conduct assigned drills Report to District Level 	Apply	850.00	2550.00
Grade Level Lighthouse Leaders @ Thirkill (4)	X	<ul style="list-style-type: none"> Leadership positions rotated every year if maintained 	Either	850.00	3400.00
School Improvement Team Leaders (WISE) @ Thirkill (4)	X	<ul style="list-style-type: none"> Required For Focus School Plan Leadership positions rotated every year if maintained 	Either	850.00	3400.00
Technology Integration Building Level Leader: Discovery Ed, Moodle, Canvas, etc. (1/ building). Possible grade level in the future (4)		<ul style="list-style-type: none"> Serve as teacher resource Evaluate and Provide PD (6) for building 	Apply	850.00	2550.00

PLC Team Leaders (4?)		<ul style="list-style-type: none"> Lead Professional Learning Communities 	Apply	?	?
Advanced Opportunities Coordinator Building Level (TMS? SSHS has a dedicated aide position?)	X	<ul style="list-style-type: none"> Parent/Student/College Liaison IDLA Certified Coordinate with counselor and principal 6-8 @ Middle School Summer School Sign-up 	Either	1200.00	1200.00
RTI Coordinator Building Level	X	Coordinate Response to Intervention efforts at middle and high school levels. Title I position already established at Thirkill Elementary.	Apply	850.00	850.00

DRAFT

DISTRICT LEVEL LEADERSHIP					
Milepost Leadership District Level	X	<ul style="list-style-type: none"> ▪ Attend training and webinars. ▪ Serve as resource. ▪ Maintain assistance log ▪ Provide 4 professional development opportunities. 	Apply	850.00	850.00
<i>The following District Leadership Curriculum Positions may be added 1/year or by need.</i>					
ELA Core Leadership District 7-12 and K-6 (2)	X	Align building level instruction throughout the district	Apply	850.00	1700.00
Math Core Leadership District 7-12 and K-6 (2)		Align building level instruction throughout the district	Apply	850.00	1700.00
Science Leadership District (1)		Align building level instruction throughout the district	Apply	850.00	1700.00
Social Studies Leadership District (1)		Align building level instruction throughout the district	Apply	850.00	850.00
Electives and PTE Leadership District (1)		Align building level instruction throughout the district	Apply	850.00	850.00

District level Safe and Secure Schools Leadership <i>(May be assigned to an administrator and thus not qualify for this funding)</i>	X	<ul style="list-style-type: none"> ▪ Creating/Maintaining District Emergency Operations Plan (EOP) ▪ Assign/monitor district wide drill schedules ▪ Assign/Monitor district wide SafeSchool Course requirements ▪ Attend County Safety Meetings ▪ Coordinate with local law enforcement to schedule drills, assign purchased officer hours to buildings 	Apply	3000.00	3000.00
--	----------	--	-------	---------	---------

DRAFT