

Teacher Leadership and Compensation 2019 – 2020

Background:

The Teacher Leadership and Compensation program became law about five years ago. In the spring of 2015, Belmond-Klemme wrote an application to take part in the program, and now we receive about \$240,000 annually in state TLC funds.

Instructional Coaches

Our B-K plan calls for two full-time teachers released from instructional duties to provide professional development and support for our classroom teachers.

Teacher Leaders

Our B-K plan calls for 13 positions of Teacher Leaders. These are teachers who remain full-time in their teaching duties but assume additional leadership roles among the faculty. Our new plan calls for these 13 Teacher Leaders to serve as mentors of first and second year teachers and also serve on at least one of three committees corresponding to our three school improvement strategies:

1. Improving student academic performance and reducing the achievement gap.	2. Integrating relevant technologies to support optimal learning.	3. Improving the culture and climate of our buildings for our students and staff.
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Compensation

Pay for the positions will be according to the job descriptions that were approved by the school board:

- Instructional Coaches will receive an additional stipend of \$8,000, in addition to their regular teacher salaries, as compensation for the equivalent of ten additional days beyond the regular master contract.
- Teacher Leaders will receive an additional stipend of \$2,500 as compensation for fifty (50) additional hours beyond the regular master contract.

Recommended Action:

I recommend the board move to approve the Teacher Leadership plan as submitted.

TLC: Personnel Assignments

Background:

Our Teacher Leadership Cadre (TLC) rewards effective teachers with leadership opportunities and higher pay, attracts promising new teachers with competitive starting salaries and more support, and fosters greater collaboration for all teachers to learn from each other. Through the system, teacher leaders take on extra responsibilities, including helping colleagues analyze data and fine tune instructional strategies as well as coaching and co-teaching.

TLC teachers are appointed annually for one-year assignments only. Our current Belmond-Klemme TLC plan calls for two Instructional Coaches and up to 13 Teacher Leaders.

Recommended Action:

I recommend the board move to

- Appoint for one year only **Tiffany Ahrens** as full-time Instructional Coach in Jacobson Elementary School (the position funded by Teacher Leadership and Compensation funds).
- Appoint for one year only **Leigh Jass** as full-time Instructional Coach in Belmond-Klemme Junior High and High School (the position funded by Teacher Leadership and Compensation funds).
- Appoint for one year only **David Hildebrand** as 0.56 FTE Instructional Coach in Belmond-Klemme Junior High and High School (the position funded by Teacher Leadership and Compensation funds).
- Appoint for one year only (the positions funded by Teacher Leadership and Compensation funds) the following teachers as TLC Teacher Leaders:
 - Jacobson Elementary
 - Lori Eckhoff Data/Curriculum/Achievement
 - Missy Kriepps Data/Curriculum/Achievement
 - Christine Schultz Data/Curriculum/Achievement
 - Kendra Haugen Technology
 - Nicki Jass Technology
 - Claudia Guerrero Culture/Climate
 - Anne Plagge Culture/Climate
 - Junior/Senior High School
 - Tammy Swenka Data/Curriculum/Achievement
 - Nicole Bock Data/Curriculum/Achievement
 - Justin Meyer Technology
 - Wendy Meints Culture/Climate
 - Julie Ysker Culture/Climate