

CAECC Meeting #3 Handout – 8/21/2014

PROPOSAL

DRAFT LANGUAGE

Teacher Leader Roles

- **Eligibility Requirements**
 - An educator is not eligible to hold a teacher leader position until the educator has achieved all of the following:
 - The Professional or Established Educator designation
 - A summative rating of Highly Effective in their most recent evaluation cycle

- **Selection Process**
 - Districts must hold a competitive application process for Teacher Leadership roles that must meaningfully engage other educators
 - Districts are authorized to determine their own process for designating Teacher Leaders subject to certain constraints:
 - SB 254: “Cannot restrict or prioritize the allocation of leadership roles based on years of work experience or attainment of academic credits or advanced degrees”

- **Length and Terms of Service**
 - Teacher Leader roles must re-open for competitive application after being held for a consecutive three-year term
 - Teacher Leader roles require that the educator maintain a Highly Effective summative rating.
 - If a Highly Effective rating is not sustained at any point during the Teacher Leadership term, the district must re-open the position for competitive application so that another educator can fulfill the role in time for the next school year

- **Minimum Responsibilities:**
 - Districts may determine their own requirements for educators selected to serve in teacher leader roles. However, at a minimum, those requirements must include the following:
 - Educators must have meaningful adult leadership responsibilities in the areas of curriculum, instruction, assessment, and/or professional development
 - Educators must maintain a meaningful connection to student learning
 - Educators must have significant responsibility for student growth
 - Educators must be given protection from responsibilities that are not core to leadership and classroom roles

- **Distribution and Allocation:**
 - Structured as a role (earned by district) that provides a supplement to base pay
 - Total number of roles targeted to be no more than ~20-25% of the total educator population
 - Each school guaranteed one teacher leader role with higher proportion reserved for high need schools
 - Proportion allocated based on student population and need