

Teacher Leader – Role Description

- **Minimum 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:
 - According to 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**
 - This position will not include any additional contract days.
 - 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 and effective performance in the teacher leader role.
 - If a Highly Effective evaluation rating is not sustained for two consecutive years and/or the teacher leader does not maintain effective leadership performance in the role, 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 significant [*direct*] responsibility for student academic 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 is guaranteed one teacher leader role, with a higher proportion reserved for high need schools
 - Proportion allocated based on student population and need

Senior Teacher Leader – Role Description

- Minimum Eligibility Requirements

- An educator is not eligible to hold a Senior Teacher Leader position until the educator has achieved all of the following:
 - The Professional or Established Educator designation
 - *[Has served at least two full terms (a minimum of 6 years) at the Teacher Leader level and demonstrated excellence in leading other adults; one of these Teacher Leader terms must be in a high need school]*
 - *[A summative rating of Highly Effective in their most recent educator evaluation cycle in a high need school]*

- Selection Process

- To ensure equity and consistency in the rigor of selection decisions, all Senior Teacher Leader candidates who meet the minimum eligibility requirements will need to complete a *[state-level]* selection process in order to assess the candidate's potential leadership skills and fit for the role.
 - Senior Teacher Leader candidates who are selected through the state-level selection process will be entered into a pool of candidates districts could select from as a part of their local Senior Teacher Leader selection process.
- Districts must hold a competitive, locally driven application process for Senior Teacher Leadership roles that must meaningfully engage other educators
- Districts are authorized to determine their own process for designating Senior Teacher Leaders subject to certain constraints:
 - According to 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

- This is an eleven-month position.
- Senior Teacher Leaders will receive a three year contract for this additional role. At the end of the three year term, the contract will be subject to renewal.
- Senior Teacher Leader roles must be open for application from all eligible educators when they become available.
- Senior Teacher Leader roles require that the educator maintain a Highly Effective summative rating and effective performance in the teacher leader role.
 - If a Highly Effective evaluation rating is not sustained for two consecutive years and/or the teacher leader does not maintain effective leadership performance in the role, the District must re-open the position for competitive application at the end of the three year contract 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 the Senior 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 significant direct responsibility for student academic growth
 - Educators must be given protection from responsibilities that are not core to leadership and classroom roles
- Senior Teacher Leader roles must reflect school-level and/or district-level responsibilities

- 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 5% of the total educator population