

SOUTH TAMA COUNTY SCHOOLS

THE SOUTH TAMA COUNTY BOARD OF EDUCATION WILL MEET IN
SPECIAL SESSION ON MONDAY, **JANUARY 11, 2016**, AT 5:30 P.M.
IN THE PROFESSIONAL LEARNING ROOM, PARTNERSHIP CENTER,
215 WEST 9TH STREET, TAMA, IOWA

AGENDA

- I. Call to Order Michelle Yuska, Board President
- II. Roll Call and Declaration of Quorum Mary Boege, Board Secretary
- III. Adoption of Agenda
- IV. Action Items: Full Board
 - A. Personnel
- V. Teacher Leadership Grant Presentation Jon Huebner, Seth Koch, Kevin Nelson
- VI. Adjournment

Mission

*It is the mission of the South Tama County Schools to provide a rich academic,
student-centered education that results in success for all learners.*

Board Goals (2010)

- *Demonstrate increased academic student achievement in all core areas as measured by the Iowas Assessments, MAP, and other State level criteria*
- *Immerse students and staff in a technology rich learning environment (climate and culture)*
- *Focus on effective communication with all South Tama County Community Schools stakeholders*
- *Develop and implement a multi-year facility plan*

Agenda Item IV.A. Personnel

Contracts:

Contracted Person	Position	Specific Start Date (if applicable)	Salary/Hourly Rate or Total Contract
Debra Witcher	Elementary kitchen	1/7/2016	\$12.31 / 5 hours

Resignation:

Contracted Person	Date Received	Position	Effective
Danny Mayo	1/4/2016	7th Girls Basketball	immediately

Job Reclassification:

Contracted Person	Position	Effective
Laura Martin	Bus Barn Secretary	January 1, 2016

Superintendent's Recommendation:

Approve the personnel changes as presented.

TLC Grant!!!

2015-2016 School Year

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TLC Committee Members

High School:

Michelle Bradley and Seth Koch

Middle School:

Kathy Wilkerson and Jon Huebner

Elementary:

Alisha Carr and Kevin Nelson

Stacy Stull

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Teacher Leadership Compensation - TLC

What TLC is	What TLC is NOT

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Why the TLC grant?

- This grant allows school districts across the state the opportunity to develop and retain strong teacher leaders
- It provides for training and compensation for teachers performing at a high level
- This is a student-centered approach to school improvement
- Recognizing our natural leaders
- A resource for classroom teachers to improve instruction

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TLC grant at STC

- STC's TLC plan includes approximately 45 teacher leadership positions, allowing for 35% of our staff to benefit from the additional compensation provided for in this grant.
- Additional contract days are included to train teachers for their new leadership roles and to allow for additional time for the teacher leaders to complete job responsibilities.
- STC will hire 5 new employees to fill positions vacated by newly hired Instructional Coaches.

Leadership Position Overview

Proposed Teacher Roles	Additional Days	Teaching Assignment	Length of Assignment	Proposed Salary Supplement
Instructional Coach Facilitator (1)	15	100% out of classroom	1 year	\$12,000/each
Instructional Coach (4)	10	100% out of classroom	1 year	\$10,000/each
Model Teacher (~25)	5	0% out of classroom	1 year	\$2,000/each
Mentor Teacher (varies)	4	0% out of classroom	2 years	\$1,000/each
Site Council (4)	5	0% out of classroom	3 year staggered term	\$2,000/each

Instructional Coach Facilitator

Instructional Coach Facilitator will support the four instructional coaches and oversee the professional development needs of the district. One position, this individual will serve 100% of time out of the classroom. This individual will work 15 days beyond the standard 189 day teaching contract.

The Instructional Coach Facilitator is responsible for the following:

- Deliver and disseminate professional development (PD)
- Collaborate with administrators, instructional coaches and teachers.
- Model, demonstrate, and support sound instructional practices.
- Supervise the Mentoring Induction Program.
- Analyze student data at the district level to determine current reality and set goals for measuring progress.
- Serve as liaison between parents, community, and school.

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So, you want to be an Instructional Coach Facilitator?

Teachers applying for a leadership position must have:

- *a minimum of five years teaching experience
- *at least three years in the district
- *a Master's Degree in an education field

Those applying for teacher leader positions (Instructional Coach Facilitator, Instructional Coaches and/or Model Teachers) will be required to apply and interview.

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Instructional Coach

Instructional Coaches. Four individuals will serve as Instructional Coaches, spending 100% of time out of the classroom. Instructional Coaches will work 10 days beyond the standard 189 day teaching contract.

Instructional Coaches are responsible for the following:

- Collaborate with teachers through the student-centered instructional coaching cycle.
- Observe classrooms in collaboration with teachers to analyze student progress.
- Facilitate analysis of data.
- Make decisions based on student data.
- Model and co-teaching current evidence-based instructional strategies with teachers.

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So, you want to be an Instructional Coach?

Teachers applying for a leadership position must have:

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Those applying for teacher leader positions (Instructional Coach Facilitator, Instructional Coaches and/or Model Teachers) will be required to apply and interview.

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Model Teacher

Model Teachers will model best practice in the classroom and work with other teachers to improve instruction and implement district initiatives. Model Teachers will open their classrooms as a resource for other teachers during instructional and non-instructional times.

- Lead and guide staff on building and district leadership teams.
- Collaborate with coaches and other district leaders.
- Pilot new programs and teaching practices.
- Serve as model classrooms for career teacher observations on new and current district initiatives.
- Research professional literature and implement procedures in their classrooms.
- Create a positive and engaging classroom environment for all learners.
- Demonstrate how to use student data to drive instruction in the classroom.

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So, you want to be a Model Teacher?

Teachers applying for a leadership position must have:

- * a minimum of five years teaching experience
- *at least three years in the district

Those applying for teacher leader positions (Instructional Coach Facilitator, Instructional Coaches and/or Model Teachers) will be required to apply and interview.

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Mentor Teacher

Mentor Teachers. (Dependent upon new hires each year) Mentor Teachers will help new teachers as they work towards their standard license. Mentors will meet a minimum of once a month to collaborate with the mentees. The mentors will follow the current Mentoring and Induction Model.

All Mentor Teachers are responsible for:

- Provide leadership for new teachers
- Plan observations and opportunities for reflection
- Support new teacher learning
- Help increase teacher retention
- Acclimate new teachers to the district

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So, you want to be a Mentor Teacher?

Teachers applying for a leadership position must have:

- * a minimum of five years teaching experience
- *at least three years in the district

Those applying for teacher leader positions (Instructional Coach Facilitator, Instructional Coaches and/or Model Teachers) will be required to apply and interview.

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Site Council

TLC Site Council will consist of four teachers representing all buildings. The members of the TLC Site Council will have five additional days in their standard 189 day teaching contract. Their responsibilities will include screening, interviewing, and recommending an Instructional Facilitator, Instructional Coaches, and Model Teachers. This council will be involved in the annual review of teacher leadership roles and applications. The Site Council will be made up of seven members, four teachers, and three administrators with each building being represented.

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So, you want to be on the Site Council?

***Members of the Site Council will be appointed by the superintendent.**

***Membership on the Site Council will serve on staggered three year terms.**

***Teachers applying for Instructional Coach or Instructional Coach Facilitator may not serve on the Site Council.**

***All site council decisions will be subject to approval by the superintendent and appointment by the school board**

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Next Steps:

Finalize Job Descriptions

Incorporating New Language into the Master Contract

Tentative timeline for implementation:

- Applications--due March 1
- Hiring--by April 1
- Training-Summer
- Rollout: Fall 2016

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Questions?

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