

## Teacher Leadership and Compensation (TLC) Plan Application

**Directions:** Before completing this application, please ensure that you have read the Iowa Department of Education's [Guidance](#) on the Teacher Leadership and Compensation System and that your plan aligns with this guidance.

Your responses should be approximately one to two pages (5000 characters w/o spaces) for the Abstract and each of the 10 parts, with the exception of Part 5, which will allow approximately 4 pages (10,000 characters w/o spaces).

**Abstract** – Please provide an overview of the school district's proposed Teacher Leadership and Compensation (TLC) plan. This summary should highlight your vision and goals and describe how the primary components of the plan connect to one another.

**Part 1** - Describe the planning process used by the district to develop your TLC plan. Please include the following information in your narrative:

- a) A description of how the planning grant, if available, and the planning time was used to develop a high-quality plan.
- b) A description of how each stakeholder group (teachers, administrators, and parents) engaged in the process and contributed to the development of the plan.
- c) A description of the support for and commitment to the plan from each stakeholder group (teachers, administrators, and parents who are not a member of another stakeholder group).

**Part 2** – Describe the vision and goals your school district hopes to achieve through the implementation of the TLC plan. In your description, please explain the local context (including relevant student achievement data and existing goals) and how the plan will be tailored to that context while also working toward the statewide goals of the system (attract able/promising new teachers; retain effective teachers; promote collaboration among teachers; reward professional growth and effective teaching; and improve student achievement ).

**Part 3** - Describe how the TLC plan will connect to, support and strengthen the district's key school improvement structures, processes, and initiatives such as MTSS, K-3 Literacy, and/or Iowa Core implementation.

**Part 4** - Describe how the TLC plan will utilize teacher leaders and the additional funding to improve entry into the teaching profession for new teachers. Include in your response an analysis of the effectiveness of the current induction and mentoring program and the evidence you used to make this determination, areas of improvement needed in the current program and how your TLC plan will address these gaps.

**Part 5** - Describe each of the proposed teacher leadership roles in your plan. Please include the following information in your narrative:

- a) A description of the responsibilities and duties for each new leadership role as well as the percentage of time each role will spend engaged in student instruction and the percentage of time each role will spend performing teacher leader duties.
- b) A description of how each of the new roles fit together, as well as with any existing teacher leadership roles, to create a coherent instructional improvement strategy that will strengthen instruction and improve student learning and student achievement throughout the district.

**Part 6** - Describe how teacher leaders will be selected. Please include descriptions of how the district will determine and evaluate the following in selecting teacher leaders:

- a) Prior demonstrated measures of effectiveness.
- b) Prior demonstrated professional growth.

**Part 7** - Describe how the TLC plan will utilize teacher leaders to improve the district's current professional development program. Please include the following information in your narrative:

- a) A description of the role teacher leaders will play in the creation and delivery of professional development.
- b) A description of how the district's TLC plan aligns with and incorporates the key elements of the Iowa Professional Development Model (IPDM).

**Part 8** – Given the state and school district goals, please provide the following information:

- a) A description of how the district will determine the impact/effectiveness of the TLC plan, including short-term and long-term measures.
- b) A description of how the district will monitor and adjust the TLC plan based on the results of these measures.

**Part 9** - Describe the school district's capacity to implement the TLC plan. Cite an example or examples of the successful implementation of a past district initiative or initiatives. Include how the TLC plan will move into the future systemically as a part of the district's school improvement efforts including descriptions of the roles and responsibilities of district personnel responsible for ensuring the success of the plan.

**Part 10** –

Budget Details: Please provide an *estimated* budget for the use of the Teacher Leadership Supplement (TLS) Funds to support the TLC plan:

- a) Amount used to raise the minimum salary to \$33,500.
- b) Approximate amount designated to fund the salary supplements for teachers in leadership roles.
- c) Amount used to cover the costs for the time teachers in leadership roles are not providing direct instruction in a classroom and to cover the costs when teachers are

out of their classroom to observe or co-teach with another teacher (e.g. hiring emeritus, part-time, or full-time teachers).

- d) Amount used to provide professional development related to the leadership pathways.
- e) Amount used to cover other costs associated with the approved teacher leadership and compensation plan. Please list and describe all additional costs anticipated in the development of your teacher leadership plan. These costs must be approved by the Iowa Department of Education prior to the implementation of your plan.

**Budget Narrative:** Describe how the TLC Budget is aligned to the school district's goals for the proposed teacher leadership and compensation system. The budget narrative should make clear connections between the costs, roles and goals.

**Assurances:** Please check each of the boxes below. Your plan will not be considered for approval unless each of the boxes are checked, indicating your agreement to meet these requirements.

- Minimum Salary – The school district will have a minimum salary of \$33,500 for all full-time teachers.
- Selection Committee – The selection process for teacher leadership roles will include a selection committee that includes teachers and administrators who shall accept and review applications for assignment or reassignment to a teacher leadership role and shall make recommendations regarding the applications to the superintendent of the school district.
- Teacher Leader Percentage – The district will demonstrate a good-faith effort to attain participation by 25 percent of the teacher workforce in teacher leadership roles beyond the initial and career teacher levels.
- Teacher Compensation – A teacher employed in a school district shall not receive less compensation in that district than the teacher received in the school year preceding implementation of the district's TLC plan.
- Applicability – the framework or comparable system shall be applicable to teachers in every attendance center operated by the school district.