Impact of TLC Plan - 2016-2017

Q1: Name of School District
Tri-County Community School District

Q2: Name of Superintendent
Dennis Phelps

Q3: Person Completing this Report
Clay Harrold

Q4: 1a. Local TLC Goal
Tri-County Goal #1: Attract Teachers

Q5: 1b. To what extent has this goal been met
Mostly Met

Q6: 1c. Description of Results Including Short and Long-Term Measures (Please limit response to 3000 characters/500 words)
We were able to hire 5 new teachers during the 2016-17 school year. Having a salary schedule that starts with the state minimum allows us the opportunity to be competitive with neighboring school districts. All of our openings were filled.

Q7: 2a. Local TLC Goal
Tri-County Goal #3: Collaboration

Q8: 2b. To what extent has this goal been met
Mostly Met

Q9: 2c. Description of Results Including Short and Long-Term Measures (Please limit response to 3000 characters/500 words)
We did provide the 36 hours of collaboration time through PLC's. Next year during the 2017-18 school year, we will be focusing on an 'intervention' time for the various needs of our students K-12. With that initiative, we will need to be more focused on collaboration during our PLC time to make data-based decisions that will allow us to give the supports to all of our students that is necessary.

Q10: 3a. Local TLC Goal
Tri-County Goal #4: Reward Teachers

Q11: 3b. To what extent has this goal been met
Mostly Met
Q12: 3c. Description of Results Including Short and Long-Term Measures (Please limit response to 3000 characters/500 words)

We had increased our number of teacher leadership roles up to 8 positions for the 2016-17 school year. That was over the 25% of our staff. After careful consideration of our roles this year, we decided and submitted a grant change to go back to 7 positions for the 2017-18 school year. That still aligns with the 25% of the staff expectation.

Q13: 4a. Local TLC Goal

Tri-County Goal #5: Improve student learning

Q14: 4b. To what extent has this goal been met

(no label) Mostly Met

Q15: 4c. Description of Results Including Short and Long-Term Measures (Please limit response to 3000 characters/500 words)

The reason that Tri-County put mostly met is when analyzing Iowa Assessment data, it is quite clear that we have a long way to go to get the majority of our students to the proficient level. It should also be noted though that our scores consistently go up from elementary to junior high to high school. Please see attached spreadsheet.

Q16: 4d. If you wish to upload a file with student achievement results you can do that here.

Tri-County Iowa Assessment Data 2016-17 - Elementary (1).pdf (590.7KB)

PAGE 4: Put any goals you wish to report on, but don't directly align with state TLC goals, on this page.

Q17: 5a. Local TLC Goal

Attract Local Teachers.

Q18: 5b. To what extent has this goal been met

(no label) Mostly Met

Q19: 5c. Description of Results Including Short and Long-Term Measures (Please limit response to 3000 characters/500 words)

We were able to hire 5 new teachers for the start of the 2016-17 school year. All met standards during formal and informal assessments over the course of the school year.

Q20: 6a. Local TLC Goal

Retain teachers.

Q21: 6b. To what extent has this goal been met

(no label) Mostly Met

Q22: 6c. Description of Results Including Short and Long-Term Measures (Please limit response to 3000 characters/500 words)

Out of our 24 staff members, we were able to retain 22. That is a 93% retention rate. Supplementing our base salary to increase it to the state average helped in this area.
Q23: 7. Based on the results of you data analysis, what adjustments might you consider TLC implementation. (Please note this is not an official plan change). If you would like more information on how to submit an official plan change please use this link or contact Becky Slater.

We have already submitted a positions change for TLC for 2017-18. We will be focusing on a PK-12 PBIS/MTSS process district wide. We added an elementary and secondary position to align with our district needs. We are also changing from Model teachers to Instructional coaches that will both model and coach teachers in their classrooms as well.

Q24: 8. Please share anecdotal evidence/stories that demonstrate how the implementation of TLC has impacted your district.

Our lead teachers have completely taken the professional development piece and made it their own. They were the ones that started the discussion about PBIS. They were the ones that wanted to implement an MTSS process and time during our school day, which had never been done before.

PAGE 6

Q25: Please check each of the following boxes, indicating your agreement to continue 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.