

TLS Job Descriptions 2024-2025

Role #1: GILBERT DISTRICT LEADERSHIP TEAM

Preschool-12th Grade Teachers

1 Day Pre-Service PD

2 Teachers per Building per Strand (24 total)

\$2,000 Stipend to be paid in June of 2025

ACADEMIC STRAND	LEADERSHIP STRAND	CULTURE STRAND
<p align="center">District Priority #1 Excel at Academics and Model Wellness <i>Gilbert Schools will engage students to achieve and entrust them to lead their learning through academics and wellness.</i></p> <p>Possible areas of focus:</p> <ul style="list-style-type: none"> ● Instructional Framework: <ul style="list-style-type: none"> ○ Continue the evaluation and vetting process ○ Develop a 3-5 year timeline for implementation ● Professional Development: <ul style="list-style-type: none"> ○ Academic Initiatives across the District ○ Current Educational Issues (i.e. - AI) 	<p align="center">District Priority #2 Develop Leaders and Create Leaders <i>Gilbert Schools will provide opportunities to develop and create highly effective students and adults who are leaders in their school and community.</i></p> <p>Possible areas of focus:</p> <ul style="list-style-type: none"> ● Portrait of a Graduate: Developing Tigers Together <ul style="list-style-type: none"> ○ How we provide feedback to students and parents on the POG attributes ○ Aligning opportunities for students to be leaders throughout our district. ○ Aligning this work with our district DCAP plan (prepare our students for success after Gilbert) ● 7 Habits <ul style="list-style-type: none"> ○ Support buildings in onboarding new staff and ongoing staff development ○ Aligning student learning 	<p align="center">District Priority #3 Promote a Supportive Culture Climate <i>Gilbert Schools will create a trusted school culture where every individual's voice is heard and potential is recognized.</i></p> <p>Possible areas of focus:</p> <ul style="list-style-type: none"> ● Culture and Climate: <ul style="list-style-type: none"> ○ Focus on physical and social-emotional environments throughout our schools ● Mental Wellness: <ul style="list-style-type: none"> ○ Develop targeted goals and actionable plans that will enhance our district's approach to mental wellness (move forward with Dr. Ulie and teams work from this year) <p align="right"><i>**Previous work with Dr. Ulie is NOT a requirement, anyone is welcome to apply!</i></p>

1. Meet monthly with the District Leadership team strand you are part of (Academic, Leadership, and Culture)
2. Stipend will reflect meeting attendance and fulfilling job responsibilities.
3. Members may have work outside of the once-a-month meetings (i.e. preparation or homework)
4. Stipend includes reading *Trust and Inspire* by Stephen M.R. Covey and reflections to be completed by August 1st, 2024.
5. Participate in developing a school-wide culture that promotes professional growth and student learning.
6. Participate in leadership and content-specific professional development training as needed.
7. May hold up to two TLS positions per year.



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Role #2: PLC LEADERS

1 Day Pre-Service PD

33 Total Teachers

Up to \$2,000 Stipend to be paid in June of 2025

1. Facilitate professional learning communities, ensure completion of weekly team log, use data to make decisions, and initiate learning-focused instructional conversations.
2. Attend TLS meetings throughout the year and monthly building PLC meetings that may extend beyond contract time.
3. The stipend includes reading *Trust and Inspire* by Stephen M.R. Covey and reflections to be completed by August 1st, 2024.
4. Participate in leadership professional development training as needed.
5. Partner with instructional coaches as they personalize professional support for the learning communities.
 - a. Meet quarterly (at a minimum) to reflect on the PLC process (use learning from the summer to guide discussions)
6. Communicate team decisions to other teachers and associates impacted by the decision.
7. Lead team through data-driven decisions.
 - a. Utilize the data warehouse for each department to facilitate intervention grouping decisions.
 - b. Engage in work surrounding standards and student achievement
8. Participate in the development of a school-wide culture that promotes professional growth and student learning
9. Serving as a team representative, e.g., liaison between principal and team, may include serving on a building-level team.
10. Members of this team may hold another position within the Teacher Leadership System.

You can find the specific department and grade level groups at this [LINK](#).



Role #3: INSTRUCTIONAL COACH

10 Additional Contract Days

1 Per Building

\$9,500 Stipend

1. Serve as a mentor to new teachers, using the Journey to Excellence program.
2. Provide support and knowledge that encourages teachers' professional growth to enhance student learning.
3. Support teachers in the development and implementation of Individualized Career Development Plans.
4. Assist both new and career teachers in planning learning (including content, instructional strategies, and assessments) that align with district outcomes, the Iowa Core, and meets teachers where they are.
5. Provide demonstration lessons to improve instruction that apply best practices, educational innovations, and Iowa Core to new learnings.
6. Member of the District Leadership team.
7. Embed professional development in the classroom when collaborating with teachers.
8. Serve as a resource to ensure the effectiveness of lessons and strategies.
9. Support all teachers in collecting and analyzing formative, summative, and district data.
10. Partner with the Director of Teaching and Learning to analyze and communicate district assessment results and school and district successes/concerns to students, staff, and the community.
11. Support the accomplishment of the building's long-term and short-term goals.
12. Participate in leadership and content-specific professional development training as needed.
13. Participate in developing a school-wide culture that promotes professional growth and student learning.
14. Promote student and teacher behavior expectations conducive to learning, maximize learning time, and increase the probability of advancing student achievement.
15. Co-plan and/or co-facilitate professional development at the building and/or district level.
16. Establish positive relationships with students, parents, other staff members, and the community.
17. Participate in activities surrounding the adoption of curriculum and materials.

**Stipend is an addition to the teacher's base salary according to the District Salary Schedule*