

**Johnston Community School District  
P.O. Box 10  
Johnston, IA 50131**

**POSITION:**           **Instructional Leadership Team Member  
(Full-Time Teacher, no release)**

**STIPEND:**            \$1000

**SUPERVISOR/EVALUATOR:**   Building Principal

**CONTRACT LENGTH:**       Per Johnston Community School District Board  
Policies and JEA Master Agreement  
(Currently 194 day contract, with additional work outlined  
below covered by stipend).

**TLC VISION STATEMENT:**   **The Johnston Teacher Leadership Program will  
empower teachers to promote quality instructional practices that will assist in creating a  
culture of excellence to promote the academic growth of all students.**

**QUALIFICATIONS, CERTIFICATION, AND EXPERIENCE:**

- Minimum of three years of successful teaching experience.
- Minimum of one year of successful teaching experience in Johnston.
- Master's Degree, or National Board Certification, preferred.
- Proven ability to work with groups to include teachers, administrators, and students.
- Demonstrate strong facilitation and communication skills.
- Proficient in the implementation of curriculum, assessment, and instruction.
- Demonstrate skills in using student and work performance data to make informed instructional decisions.
- Demonstrate effective collaborative skills with other professionals.
- Demonstrate the ability to differentiate curriculum to meet the needs of all students.
- Engage in learning and implementing new ideas and strategies.
- Dedicated commitment to on-going professional growth.
- Demonstrates willingness and desire to be coached in order to continue to grow professionally.
- Demonstrate interpersonal, problem solving, and organizational skills required to effectively facilitate coaching strategies and staff development initiatives.
- Demonstrates understanding of Danielson's domains and components.
- Ability to effectively support a collaborative culture of shared leadership.

## **PERFORMANCE RESPONSIBILITIES:**

### **PERSONAL PERFORMANCE CRITERIA**

- Serve as a lead learner for instructional practice aligned with the building's School Improvement Plan (SIP) and the Danielson Teaching and Learning Framework.
- Support reflective and goal-oriented conversations.
- Actively participates in collaborative problem solving and reflective practices which include but are not limited to peer observations, PLC meetings, and ILT meetings.
- Advocate for teachers' professional learning needs.
- Engage in coaching process with the building instructional coach on a consistent basis.
- Collaborate with administrators, TLC teachers, and career teachers to create a coherent School Improvement Plan (SIP) centered on curriculum, assessment, and best instructional practices.

### **PROFESSIONAL RESPONSIBILITIES**

**Focus Area:** *(to be filled in by building admin)*

- *(Specify building level responsibilities to be filled in by building admin)*

- Attend district level trainings (aligned with your targeted area).
- Attend all building ILT meetings.
- Other duties as assigned.

## **EVALUATION:**

Job evaluation will be conducted in accordance with the Master Agreement.

### **Non-discrimination Statement**

It is the policy of the Johnston Community School District not to illegally discriminate on the basis of race, color, national origin, gender, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices.

There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact Anthony Spurgetis, Director of Human Resources, 6510 NW 62<sup>nd</sup> Avenue, Johnston, Iowa 50131, (515) 278-0470.