TEAM SPECIALIST

Role Description

The Team Specialist is a teacher who, in addition to providing high-quality instruction in their own classroom, magnifies their impact by facilitating collaborative team time to support a team or sub-team of teachers in developing their ability to deliver joyful, rigorous and personalized instruction that leads to high academic achievement. The Team Specialist does not have release time for this leadership role, but plans and delivers content in addition to their classroom teacher responsibilities.

Expected Outcomes:
The goal of a Team Specialist is to improve student learning through the facilitation of collaborative team time to support teacher and school growth in at least one of the following areas:

- Rigorous and relevant curricula in daily and long-term planning
- Equity in instruction to close achievement gaps through culturally responsive teaching practices and improved supports for English language learners
- Use of student data including Data-Driven Instruction (DDI) and Student Learning Objective (SLO) progress monitoring

Required Responsibilities:

1. Develop the capacity of a team of teachers through facilitation of collaboration and professional learning during collaborative team time.
2. Ensure that expectations, processes, and objectives for collaborative time are aligned with supports that teachers are receiving from their supervisors (Senior / Team Lead and/or School Leader). This collaborative time complements, and does not supplant, the collaborative time led by Senior / Team Leads.
3. Build capacity among a team of teachers, developing a team culture of continuous learning that maximizes staff and student morale and performance.

Other Potential Responsibilities:
In addition to facilitating the collaborative time for a relevant subset of teachers, the Team Specialist may also employ other techniques to support the effective implementation of standards. This may include:

- Hosting and/or facilitating learning labs
- Leading the data inquiry process
- Sharing resources
- Facilitating small group or whole-staff professional learning
- Facilitating Virtual Learning Communities
- Co-planning
- Serving as a model classroom

Required Qualifications:

- Must meet all licensure and certification requirements for teacher role in Denver Public Schools (DPS).
- Must hold a DPS Teacher position that is evaluated through LEAP and responsible for student outcomes in Infinite Campus by time of service, i.e. they must be hired into a teaching role in order to also be hired into a Team Specialist role.
- Must participate in required training over the summer and during the school year (see the Regional/Team Specialist Professional Learning Requirements and Expectations)

Stipend:
Team Specialists receive a $1650 stipend, paid in two installments in December and May. A Team Specialist must be in role and in a payable status on December 1 and May 1 to receive the stipend installment. Stipend installments will not be prorated.

Performance, Growth, and Evaluation:
Team Specialists are evaluated for the leadership component of their teacher leader role within the LEAP Professionalism rubric on Indicator P7 (Masterful Teacher Leadership). They also continue to be evaluated for their classroom instruction under all measures of the LEAP Growth and Performance System.

Required Onboarding and Professional Learning

- Pre-service role-specific leadership training; sessions typically offered in the spring and summer.
- Ongoing professional learning provided throughout the year to support Team Specialists in role and help develop and refine the leadership competencies needed for success.