

SENIOR TEAM LEAD

Role Description

Position Objective: The Senior Team Lead (STL) is a teacher who, as a member of the Instructional Leadership Team, plays a critical role in helping a school reach its student achievement goals. The Senior Team Lead spends part of the day providing high-quality instruction in their own classroom as a teacher and part of the day developing a team of teachers' ability to deliver joyful, rigorous, and personalized instruction that leads to high academic achievement. As an expert in their content area, Senior Team Leads facilitate collaborative team time, provide 1-on-1 observation and coaching to their peers, and facilitate the full LEAP growth and performance evaluation for each teacher on their team, including conducting formal mid- and end-of-year conversations and final ratings.

In addition, the Senior Team Lead also:

- Contributes to year-long professional development plan and provides whole staff professional learning (when relevant) in their area(s) of expertise.
- Collaborates with School Leaders and Team Specialists to align teacher supports to advancement of school-wide instructional priorities.

Expected Outcomes: The goal of a Senior Team Lead is to build the instructional capacity of a team of teachers, developing a team culture of continuous learning that maximizes staff and student morale and performance. By creating distributive leadership structures in schools, Senior Team Leads—in collaboration with School Leaders— increase opportunities for feedback and growth from content experts to drive increased student achievement, while building their own capacity as leaders.

Required Responsibilities:

1. Responsible for effective instruction that leads to growth in student outcomes as evaluated by the LEAP growth and performance framework.
2. Lead and develop a team of teachers through coaching, observation and feedback, professional learning, and facilitation of collaborative team time to build their capacity to:
 - Share ownership and belief in the academic success of every child and closing of achievement gaps
 - Provide effective instruction aligned to the Framework for Effective Teaching
 - Implement rigorous and relevant curriculum and daily and long-term planning in all classrooms
 - Improve assessment practices, data analysis, and action planning
3. Conduct observations of team members on the Framework for Effective Teaching and the Professionalism Rubric, **including hosting mid- and end-of-year evaluations.** This typically includes a minimum of three formal evaluations per year (including all 12 LEAP indicators), including approving, supporting, progress monitoring, and rating Student Learning Objectives (SLOs) throughout the year. (or Student Service Objectives for NII Teachers)
4. Coordinate with complementary Team Specialist and School Leaders to ensure that expectations, processes, and objectives for collaborative time and coaching are aligned to the school-wide strategic plan.
5. Builds the capacity of a team of teachers to create welcoming and inclusive classroom learning environments.
6. Create a team culture that embraces continuous learning and feedback.
7. Serve as a member of the school's Instructional Leadership Team to support alignment and build instructional and leadership capacity and accountability among a team of teachers, including attending ILT meetings and performing other ILT duties.
8. Demonstrate values-driven, reflective, and resilient leadership by leading a team of teachers to a collective commitment to demonstrating the school values.
9. *Team Leads can coach and support SLOs/SSOs and Professionalism but are not responsible for approving or finalizing SLOs/SSOs or facilitating Professionalism in mid-year and end-of-year conversations.

Implementation Flexibilities:

1. In addition to implementing a consistent coaching cycle with observation and feedback, the Senior Team Lead will select which techniques are employed, based on the needs of their team of teachers, to achieve stated goals. These techniques may include:
 - Hosting and/or facilitating learning labs
 - Co-planning
 - Co-teaching/modeling
 - Sharing resources

- Facilitating small group or whole-staff professional learning
 - Providing input into school-wide decisions
2. The school has the flexibility to determine which teachers are on the team and the team size, however team size should be set based on the release time a Senior Team Lead has for their role.

Required Qualifications:

- Must meet all licensure and certification requirements for teacher role in DPS.
- Must become a Certified LEAP Evaluator before the start of the new school year.
- This role is ELA-E designated. If not yet ELA-E certified, selected candidates must complete required coursework by deadline.
- Must participate in required pre-service training over the summer and during the school year (see the [TLC Training and Development](#) page for specific expectations).
- Must be a DPS Teacher in a designated teacher role that is responsible for student outcomes in Infinite Campus and receives an overall LEAP rating for instruction. The Senior Team Lead will be selected into a hybrid Teacher / Senior Team Lead role that encompasses both the classroom or intervention teacher role and the Senior Team Lead role.
- At least two years of demonstrated teacher effectiveness through effective or equivalent end-of-year ratings through the LEAP growth and performance system, or a comparable, multiple measure, growth and performance system.

Additional Qualifications:

- Reach out to the Principal to understand the additional qualification for the specific role to which you are applying.

Stipend:

Senior Team Leads receive a \$5500 stipend, paid in 20 installments from September - July. A Senior Team Lead must be in role and in a payable status for at least one day in a month in order to receive the stipend installment for that month.

Performance, Growth, and Evaluation:

- The instructional portion of this role will continue to be evaluated according to the LEAP growth and performance system.
- Formal evaluation of the Senior / Team Lead position should be included in [P7 in LEAP](#)
 - EXPECTATION: MASTERFUL TEACHER LEADERSHIP
 - INDICATOR: P.7 Builds capacity among colleagues and demonstrates service to students, school, district and the profession
- The [LEAD Framework](#) competencies for Senior / Team Leads
 - Can be used for growth and development purposes only, **not for formal evaluation.**
 - Are meant to provide current Senior / Team Leads aligned formative feedback to grow in their leadership role throughout the year.
 - Can provide aspiring Senior / Team Leads with visibility into competencies needed to serve in the role, and can help hiring committees align on screening competencies for Senior / Team Lead selection.
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Required Professional Learning to Serve in Role:

- New-to-role Senior Team Lead onboarding.
- LEAP observer training and certification.
- Pre-service role-specific leadership training; sessions typically offered in the summer.
- Ongoing professional learning as identified by the district, network, and school to support effective membership of the school's Instructional Leadership Team (inclusive of instructional leadership team observation calibration session, trainings to host Mid and End-of-Year Conversations, and any other ongoing training related to supporting teachers using the LEAP growth and performance system.
- See the [TLC Training and Development](#) page for specific expectations.