

Key Terms

1:1 Support

1:1 support involves work and collaboration between a Senior Team Lead or Team Lead and an individual teacher on their team.

CollaboRATE

CollaboRATE is an annual survey for all DPS employees allowing them to provide feedback to their leaders.

Collaborative Team Time

Collaborative team time involves professional learning, planning or other instructional activities that all teacher on a specific TLC team (led by a Senior Team Lead or Team Lead) do together.

Design

Teacher Leadership & Collaboration Design is a year-long engagement process by which schools develop a multi-year plan for a distributive leadership team that includes Team Leads and complementary teacher-leadership roles that best meet the unique needs of their school.

End-of-Year Conversation

End-of-Year Conversations are planned discussions between School Leaders and teachers as well as Senior Team Leads and teachers to review End-of-Year LEAP ratings.

Instructional Leadership Team

The Instructional Leadership Team (ILT) is the group of school leaders that drive the instructional vision of a school by focusing specifically on improving instruction, and in turn, student outcomes. The ILT is comprised of all levels of instructional leaders – assistant principals, deans of instruction, senior team leads, team leads, etc. – a principal identifies as critical to driving instructional quality, and who are likely involved with teacher growth and performance, particularly observation and feedback. ILT members are the instructional leadership core of a building.

LEAD

The LEAD growth and performance system is used to communicate performance levels, provide meaningful feedback to inform professional growth planning and guide professional learning for school leaders. LEAD was created through collaboration with current and former DPS school leaders and central office leadership.

LEAP

LEAP or Leading Effective Academic Practice is the growth and performance system for teachers that helps ensure we have a great teacher in every classroom.

Learning Cycle

Learning Cycles ensure teachers have opportunities to continue to grow their teaching practice in ways that are timely, personalized and related to their personal, school and district goals.

Mid-Year Conversations

Mid-year conversations are an important opportunity for teachers to talk with their school

leaders about expectations and receive useful feedback

New Teacher Ambassador

The New Teacher Ambassador (NTA) is a TLC role responsible for providing school-based logistical and social emotional support to all teachers new to DPS, including both novice and experience, in order to build a sense of community, belonging, and understanding of their role in DPS.

Regional Team Specialist

The Regional Team Specialist is a TLC role which builds the capacity of a cohort of teachers to effectively plan for and implement standards by delivering high-quality facilitation of collaborative time.

Senior Team Lead

The Senior Team Lead is a highly effective teacher who leads a team of teachers (aligned by grade level, content area, or other relevant grouping based on school need) in developing their ability to effectively deliver instruction and increase student outcomes.

Team Caseload

The number of teachers a Senior Team Lead or Team Lead has on his or her team.

Team Lead

The Team Lead is a highly effective teacher who leads a team of teachers (aligned by grade level, content area, or other relevant grouping based on school need) in developing their ability to effectively deliver instruction and increase student outcomes.

Team Specialist

The Team Specialist role builds the capacity of a subset of teachers (aligned by grade level, content area, or other relevant grouping based on school need) to effectively plan for and implement standards, by delivering high-quality facilitation of collaborative team time.

Team Teacher

A Team Teacher is a teacher working directly with a Senior Team Lead or Team Lead.