



Teacher Leader Pathway Talent Pool FAQ

- **Who are we?**

The teacher-leader program has the ability to retain and recruit high performing teachers. Schools create design plans that are aligned to their school improvement plans and focus on improving student achievement and/or building teacher capacity in the building. We evaluate candidate applications three times during the application window and look at student growth data, evaluation data, and leadership impact to qualify candidates. Candidates hired from the talent pool make \$2,250-\$18,250 in addition to base pay for expanding their reach. There are 7 positions and positions hired vary from school to school. Added responsibility could mean teaching more students, facilitating PLCs, mentoring a teacher, flex grouping the teams' students, coaching teachers, or modeling instruction in a classroom.

- **How long has this program existed?**

Advanced teacher roles began with Project LIFT in 2012-13 and Success by Design was introduced in 2013-14. We merged programs the two programs in the 2019-20 school year and rebranded and renamed the advanced roles process to Teacher Leader Pathways.

- **Why is the compensation range \$2,250-\$18,250?**

This is a career pathway with growth opportunities within the TLP roles. The compensation ranges are based on the TLP roles and a school's Title I designation. A variety of data points determine where a candidate falls on the talent pool rubric. The higher the level on the rubric, the greater the responsibility and subsequently, higher pay.

- **How do you decide what role someone qualifies in the talent pool?**

The rubric is set-up like gateway levels. If you qualify for one position, you also qualify for anything leading up to that position. If you qualify for EIT2, you can also apply for EIT1 positions. Once you're in the talent pool, you can apply for and accept any position you qualify for and are licensed to teach.

- **If I'm accepted into the talent pool, can I stay at my current school?**

Yes, if your current school participates in the program and has the allotment or funding to exchange for the position. The role you qualify for would also have to be part of the School Improvement Plan and program design for your school. Principals typically hire for positions teaching in NCFE, EOC, and EOG areas.

- **If I sign up, will I be forfeiting my position at my current school?**

Being accepted into the talent pool does not require you to accept a position. You only

forfeit your current position if you accept another position. If you accept another position, the district will release your current position in order to find a suitable replacement. All teacher-leader positions are one-year contracts and after each year principals can choose to retain the position or return it to a regular teaching position. School needs vary from year-to-year, so do the roles to meet those needs. If you transfer to another school and the school does not continue with the teacher-leader position, you roll back into a regular teacher position (your same base pay without the additional salary differential).

- **Will I have input on my work location and commute time?**

Yes. Once you are accepted into the talent pool, you will be able to apply for positions you qualify for at schools/locations that you are interested in. Some principals may contact you for an interview, and it is up to you to accept the interview, or the position if it is offered to you.

- **I am concerned about duties my principal could assign me; I don't want to end up being another administrator.**

Depending on the role you are in, you either teach more students or expand your reach to build capacity in other teachers. Principals do have a little flexibility with the role, but the fidelity of the role is important, so 90% of your time should be instructional (10% managerial). Principals are held accountable to the roles as part of the job descriptions. Links to job descriptions are on our website.

- **When does the pool open and close?**

The TLP talent pool will open on February 10th and close on June 16th. For external candidates, and for our ECEIT2 and MLEIT2 positions, the talent pool is open year-round.

- **What are the steps to apply?**

*Apply to the Teacher Leader Pathway by visiting hiring.cmsk12.org and click the open positions icon, then select the "teachers" tab. Sign in or create an account and select the *Teacher Leader Pathway Talent Pool" Job Posting. Click the links within the description and upload all required documents and press apply.*

- **When is the best time to submit my application?**

Your application can be submitted at any time during the window. Applications are reviewed in the order received.

- **I haven't received my summative for this year. Should I wait to submit my application?**

This is completely up to you. All candidates are required to submit their two most recent summative evaluations in order to be considered. If you believe your upcoming summative will strengthen your application, you can wait and submit after it is completed.

- **Which EVAAS report do I need to submit?**

Submit the Teacher Value-Added Summary Report. Please be sure your name and content area are visible on the report.

- **How long will it take to hear back about the status of my application?**
In most cases, you will hear back from our department within two weeks of submission.
- **When I apply, will my principal be contacted by the TLP Department?**
No, your principal will not be contacted by the TLP department.
- **If I am already in the talent pool, do I have to apply every year?**
Once you get into the talent pool, you will need to requalify every three years.
- **How is my application scored?**
All applications are scored using a rubric. The rubric is public and is available on our website.
- **Will I be contacted by the department while my application is being processed?**
The TLP department will reach out to you if more information or next steps actions are needed to process your application.