



TEACHER LEADERSHIP

Collaborative Practices

CLARIFICATIONS:

Proactively and consistently seeks out collaborative opportunities with other colleagues and promotes effective instructional collaboration that may include modeling, coaching, providing resources, assisting with professional development, and collegial discussion to improve student achievement.

LOOK FOR:

- Assists in supporting campus and district initiatives through planning, organizing and executing a PD session . . . for a PLC (**1 point**) . . . for the faculty (**2 points**).
- Support PLC's with classroom implementation strategies through co-teaching or modeling a lesson. The lesson is videotaped and may be used for district or campus training (**2 points**).
- Actively seeks out and shares resources for dissemination to the staff through global email, video, google classroom, campus newsletter (**1/2 point**)
- Actively participates on at least one instructional campus committee (**2.5 points**).

Mentorship

CLARIFICATIONS:

Creates mentoring relationships (formal or informal) with others and in such a way that positively impacts the performance, well-being, and growth of others.

LOOK FOR:

- When asked to mentor, accepts responsibilities and carries out duties effectively (**2.5 points**)
- Although not the official mentor provides peer coaching by agreeing to observe a new teacher during their conference period (**1.5 points**)
- Recognizes when teachers are in need (emotionally and academically) and provides support by covering their duty, grading a class set of papers, sitting with the on a parent-teacher conference or ARD, etc. *as approved by a campus administrator* (**1 point**).

Extends and expands
school community
involvement

CLARIFICATIONS:

Consistently supports campus initiatives and extends impact by finding new and innovative ways to help the campus initiatives succeed by dedicating a truly exceptional amount of time and commitment in support of the initiative and in an effective manner. Finds new and innovative ways to foster engagement with students' families by creating partnerships to consistently engage students' families as valued partners.

LOOK FOR:

- Actively leads or assists extracurricular clubs/activities that lead to increased student involvement and engagement in campus initiatives. *Does not include stipend-related positions/activities.* **(2.5 points)**
- Models exemplary practices that actively and systematically engages parents and stakeholders in initiatives aligned to the campus and district mission and vision. For example, creates a video for Parent University **(2 points)**, organizes United Way, Boys/Girls Clubs, YWCA, Career Day, etc. activities for parents and students **(2 points)** gives the district developed parent survey **(2 points)**, gives the district student survey **(2 points)**, conducts a home visit with administrator or parent liaison **(2 points)**.
- Attends and participates in multiple school functions after the school day **(1 point)**.
- Serves on the Attendance Review committee, PBIS committee, Campus Improvement

Consistently
models & supports
the mission, vision,
& values of the
campus

CLARIFICATIONS:

Finds new and innovative ways to promote high expectations by dedicating time and commitment towards developing a culture of high expectations for self, team members, and students.

LOOK FOR:

- Actively promotes the mission, vision, and values of the campus through developing partnerships, or by other means to help the campus achieve its goals. Examples include participating in parades, volunteering to distribute computers or books, chaperoning dances, ticket-taking, or otherwise approved by campus administration **(1 point)**.
- Tutors students afterschool or on Saturdays **(2 points)**.
- Teacher attendance rate of 96% or above **(2 points)**.

Master	Above 18
Distinguished	12-17
Proficient	8-11
Developing	Below 8

ARTIFACTS

- PD presentation
- Agendas
- Minutes of meetings
- Sign-in sheets
- Survey answers
- Lesson plans
- Videos
- Emails
- Google Classroom
- Campus Newsletter
- Tutoring Log