

Teacher Leadership and Compensation

Fall BEDS Staff



Contents

Teacher Leadership and Compensation	3
TLC Position Coding	3
Teacher Leadership- Assignment Options	4
Iowa Code TLC	5

Teacher Leadership and Compensation

Teacher Leadership & Compensation (TLC) program staffing information is collected in the Fall BEDS Staff (FBS) application. While each district has a specific, state-approved plan, the following guidelines should be applied to all Teacher leadership reporting.

TLC Position Coding

- Use Position #640, Teacher Leader
- All Teacher Leader positions must have an FTE>0
 - Must report a portion of FTE, **even as small as .01 TLC and .99 classroom**. This is due to extra hours and stipend on contract.
- **All** Teacher Leader positions must have Teacher Leader Days>0.
- **All** Teacher Leader positions must report their TL salary in Teacher Leader Supplement.
 - In the rare instance that TL roles are not paid from TLC funds, an override from the State is needed.
- **All** Teacher Leadership positions must report Teacher Leader Days
- **1.0 FTE** Teacher Leadership positions should have all salary in Teacher Leader Supplement and all contract days reported in Teacher Leader Days
- FTE of Teacher Leader position and other positions for a staff member CANNOT exceed 1.0 total.
- When **TLC funds** are used to pay for the position, the **program code** selected should be Teacher Leadership Compensation (#10).

Exceptions to the above rules – overrides will be needed

- **Professional School Counselors** without a teaching license may have TL positions but CANNOT be paid from TLC funds
 - If not holding a teaching license, can have PLC, Leadership, or Specialist roles
 - Program cannot be Teacher Leadership Compensation
 - Cannot have pay in Teacher Leader Supplement
 - Must have Teacher Leader Days
 - Will require a State Override on errors
- **Replacement teachers** (if paid from TLC funds):
 - Positions will be Regular or Special Education Teacher
 - Program should be Teacher Leadership Compensation
 - Cannot have pay in Teacher Leadership Supplement
 - Cannot have Teacher Leader Days
 - Will require an override (will get error because no TLC role)

Teacher Leadership- Assignment Options

The Teacher Leader assignment options in Fall BEDS Staff include the following sample descriptions.

NOTE: Your district may have other descriptions of the assignment, try to select the one that is closest to the work of your Teacher Leader.

Code	Assignment Name	Assignment Description
96001	Model Teacher	Support instructional practice of other teachers through classroom demonstration or resources. Though Model Teacher Leaders are not released, they should have some additional time allocated for this assignment.
96002	Mentor Teacher	Promote growth and development of beginning teachers and other teachers to impact student learning
96003	Lead/Master Teacher	Serve as expert resource in such areas of Data, Grade Level or Content
96004	Instructional Coach	Work one-on-one or in small groups to provide guidance and training for engaging students and improving their learning. General Education and/ or Special Education and/or other needed areas
96005	Curriculum and Prof Dev Leader	Lead teachers to focus on standards, enacted curriculum and develop assessments Facilitate professional learning opportunities.
96006	Other	If "Other" is chosen, then the district will be required to enter a comment and let the Department know the title used for the assignment.
96007	Technology Integrationist	Collaborates with and support teachers to leverage technology tools into the curriculum to extend student learning.
96008	TLC Coordinator	Serve a district coordinator for teacher leaders, leadership teams, state reporting, professional development, data collection.
96009	Leadership Team Member	Building/District Leadership to help with education direction, goals and use of TLC resources.
96010	Prof. Learning Community (PLC) Leader/Facilitator	Direct the work of PLCS as they focus on improving student learning through data directed instructional decision making.
96011	Specialist	Examples could include: At-Risk, Family Support and Behavior, Social-Emotional Support
96012	Online Learning	Support teachers who are providing online learning

District Data	
Primary Building	-- Select --
District Experience*	<input type="text"/>
Contract/Work Days*	<input type="text"/>
Teacher Leader Days	<input type="text" value="0"/>
Base Salary/Pay	<input type="text" value="0"/>
Extra Compensation	<input type="text" value="0"/>
Teacher Leader Supplement	<input type="text" value="0"/>
Prof. Development	<input type="text" value="0"/>
Retirement Benefits	<input type="text" value="0"/>
Health Benefits	<input type="text" value="0"/>
Other Benefits	<input type="text" value="0"/>

Add Position / Assignment							
Add Position							
Position*	Teacher Leader (640)						
Program*	Teacher Leadership Compensation						
FTE*	.5						
Add Assignment Legend							
Building/School*	Des Moines Independent Comm School District (
Subject Area*	96 - Teacher Leader						
Course*	004 - Instructional Coach						
Shared Status*	Not Shared						
Grades*							
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PK	K	1	2	3	4	5	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
6	7	8	9	10	11	12	
All None PK-5 6-8 9-12							

Iowa Code TLC

284.15 Iowa teacher career paths, leadership roles, and compensation framework.

1. To promote continuous improvement in Iowa's quality teaching workforce and to give Iowa teachers the opportunity for career recognition that reflects the various roles teachers play as educational leaders, a framework for Iowa teacher career paths, leadership roles, and compensation is established under [subsection 2](#) for teachers employed by school districts. Pursuant to [subsection 6](#), a school district may apply to the department for approval to implement the framework or a comparable system of career paths and compensation for teachers that contains differentiated, multiple leadership roles as provided in [this section](#), and sections [284.16](#) and [284.17](#). A teacher employed by an area education agency may be included in a framework or comparable system established by a school district if the area education agency and the school district enter into a contract for such purpose. The framework is designed to accomplish the following goals:
 - a. To attract able and promising new teachers by offering competitive starting salaries and offering short-term and long-term professional development and leadership opportunities.
 - b. To retain effective teachers by providing enhanced career opportunities.
 - c. To promote collaboration by developing and supporting opportunities for teachers in schools and school districts statewide to learn from each other.
 - d. To reward professional growth and effective teaching by providing pathways for career opportunities that come with increased leadership responsibilities and involve increased compensation.
 - e. To improve student achievement by strengthening instruction.