



The Natchitoches Parish School Board is proud to announce the development of a K-8 teacher leader career ladder starting in summer 2018.

With the introduction of two new teacher leadership positions and a clearly defined career ladder, Natchitoches Parish School Board is underscoring its commitment to recognizing and rewarding excellent teaching, while supporting career advancement with relevant, on-going, professional development. Through the advent of the K-8 Teacher Leader and Model Teacher titles, the Natchitoches Parish School Board is creating opportunities for high performers to expand their influence and build their leadership skills while continuing to spend their time in the classroom.

The Teacher Leader will exemplify best practice in their classroom and serve as a resource for other teachers in the school and district, while the Model Teacher will actively coach their peers, model best practices, orchestrate and lead Professional Learning Community meetings and content area instructional focus meetings, conduct professional development, and serve as valued members of the principal's instructional leadership team. These instructional leaders will be awarded additional compensation for their participation in a year-long development program, where they will receive consistent training and coaching in classroom best practices, instructional leadership, and adult management techniques.

Career Ladder: Recognizing & Rewarding Excellence in the Classroom



◀ Teacher Leader Responsibilities ▶

- Participating in year-long (August 2018 – May 2019) training program that will take place during on-site coaching and off-site coursework sessions from 3:30 PM – 5:30 pm every other Tuesday to learn best practices for their classrooms and leadership development.
- Attend three days of summer professional development in June.
- Participants commit to implementing and modeling best practices taught in afterschool PD sessions, as well as producing model instructional materials that may be used in school, department, grade-level, and/or district professional development. Teacher Leaders that are deemed ready will begin to coach one colleague in the second semester.
- Participants film classes to be used for program reflection and training purposes at the school and district level.*
- Participants' classrooms have open-door policies for inter and intra-school visitations.
- Participants receive a stipend of up to \$2,000 for the year, in addition to receiving \$20 per hour for training sessions.**

* Videos will not be used for evaluative purposes.

**The stipend will be disbursed during the training year in two installments, at the end of Semester 1 and the end of Semester 2, contingent upon successful completion.

◀ Model Teacher Responsibilities ▶

- Participating in year-long (August 2018 – May 2019) training program that will take place during on-site coaching and off-site coursework sessions every other Tuesday afternoons from 3:30 PM – 5:30 pm.
- Attend three days of summer professional development in June.
- Coaching a cohort of teachers towards improved student outcomes. Coaching will consist of:
 - Ensuring quality lesson plans through pre-planning meetings and lesson plan feedback. Co-analyzing student work and tracking progress.
 - Modeling of instructional and classroom management best practices.
 - Observing classrooms weekly and providing feedback.
- Participants film classes to be used for program reflection and training purposes at the school and district level.*
- Participants receive a stipend of up to \$4,000 for the year, in addition to receiving \$20 per hour for training sessions.**

Teacher Leader Selection

- Phase One: Candidate will submit a videotaped lesson and accompanying detailed lesson plan with artifacts via the online application.
- Phase Two: Individual phone interview (up to 45 minutes each) based on teaching video, lesson plan, and previous experiences.

Model Teacher Selection

- Phase One: Candidate will submit an observation of a sample video lesson and extended response via the online application.
- Phase Two: Individual phone interview (~45 minutes each) based on Phase I materials submitted and previous experiences.
- Phase Three: School visit consisting of an observation of your model lesson, co-observations of peer lessons, a lesson debrief.***

Program Determinations: Candidates who successfully complete the selection process will be referred to Human Resources as being eligible for hire.

*** Previous Model Teacher applicants who'd successfully reached Phase III will be expedited to Phase III of the process this year.

MARCH 26

Application Opens

APRIL 9-10

Open House

APRIL 19

Application Closes

RSVP to attend one of our open houses [HERE](#)

Visit <http://www.nat.k12.la.us/index.php/employment/> to learn more and apply

Contact careerladder@nat.k12.la.us with questions.