

Frequently Asked Questions (FAQ)

Q: Who are “peers” in terms of letters of recommendations or references?

A: The “peers” would be current and past colleagues. These can be from your teaching profession or other leadership roles. Peers would not include members of the TLC selection committee. Do not include current administrators.

Q: How is TLC funded?

A: In the first year, TLC is in the form of a grant. After year one, funding is included in the school foundation formula. Funding is determined by student enrollment multiplied by the allocation per student. Once the funding is in the formula, it is relatively stable and requires legislative action to remove it.

Q: What if I take the job and decide I want to return to the classroom the next year??

A: Each leadership role is a one-year assignment. As an instructional coach, applicants always have the option to return to their previous teaching assignment the following academic year.

Q: How does the process for reapplication work?

A: All teacher leadership positions will need to reapply each year.

Q: Who will be mentored?

A: Mentor teachers will support and help new teachers as they work toward their standard license (2 years), and support teachers who are new to the district (1 year).

Q: What if all of the teacher leadership positions are not filled?

A: The district will make a good-faith effort to fill every position. Positions will only be filled with those qualified for the role. If, however, there are no qualified applicants, the teacher leadership positions will remain vacant.

Q: What if I know that I am currently in a teaching position that is hard to fill (i.e., physics, etc)? Can I still apply?

A: Yes, anyone who is qualified can apply. However, the District needs to be able to find a qualified teacher to fill the vacated teaching position before the transfer to a teacher leadership position would be formally approved. Assignment is contingent upon the district finding a suitable replacement.

Q: What if I am interested in more than one position? Can I apply for two or more?

A: Yes. A candidate interested in more than one position will need to fill out an application for each position.

Q: Are the additional work days served consecutively at the end of the school year?

A: No. These days might be spread out over the year, and likely will not be consecutive at the end of the school year. Adequate advance notice will be given to allow teacher leaders to plan for these days.

Q: Are there any administrative responsibilities with any of these roles?

A: No. Teacher leadership positions are teacher contracts. Persons serving as teacher leaders will NOT perform such administrative duties as evaluate staff, discipline students, and so on.

Q: Can teachers who have retired from CGD Schools apply for these leadership positions?

A: Yes, former CGD teachers may apply for leadership positions.

Q: Can teachers who left CGD to work in another district, but have worked at least one year in CGD in the past, apply for these leadership positions?

A: Yes.

Q: Are any of the positions content-specific? Do instructional coaches have to be reading teachers?

A: No. Positions are not content-specific, but literacy is our emphasis. Instructional coaching focuses on instructional practices, routines, and assessment. These things are not content-specific but carry over to all teaching areas. Therefore, teachers who apply for any TLC leadership position may be certified in any content area. All of the TLC positions are designed so that teachers from any content area may apply and there is not a quota for having positions from certain content areas. The focus is on use of quality, proven approaches in curriculum, instruction, assessment, and technology.