



DENVER
PUBLIC
SCHOOLS

Teacher Leadership & Collaboration

Frequently Asked Questions

What is Teacher Leadership & Collaboration?

Most DPS schools are now implementing the Teacher Leadership & Collaboration (TLC) model in their schools. At a TLC school, teachers are organized into teams guided by a teacher leader. Teacher leaders provide their teachers with one-on-one coaching, feedback and meaningful team time that improves teaching and learning every single day.

TLC allows our best teachers to share their knowledge and experience with fellow teachers to ensure strong instruction while staying true to their first love: teaching their own classroom of kids. Teacher leaders spend half their time in the classroom teaching and half their time observing, coaching, and planning with their team of teachers. TLC has been successfully implemented in 71 schools across DPS over the past three years and is continuing to expand this year with the goal of all teachers being supported by a teacher leader by 2019-2020.

Who pays for the model?

Currently, the district funds 100% of the release time for teacher leaders. Release time includes the hours spent outside of the classroom fulfilling leadership responsibilities. Beginning in 2016-17, schools will be responsible for covering 30% of the total release time for teacher leaders with the district funding 70%.

How are teacher leaders prepared for their role? Is this training ongoing? Do they have coaches and other supports?

Teacher leaders must demonstrate exceptional teaching abilities and participate in a competitive selection process. Additionally, teacher leaders receive intensive training sessions every summer specific to their role. Principals also work with teacher leaders to provide ongoing coaching and feedback throughout the year. To learn more about specific training and development, please visit the [Teacher Leadership & Collaboration website](#).

Who is with my kids the other half of the day when their teachers are fulfilling leadership responsibilities?

At the elementary level, students generally spend half their day with one teacher and half their day with another teacher. We understand that, traditionally, students have often had just one teacher. With Teacher Leadership & Collaboration, they have two great teachers with different experiences, coming together to lead one classroom. The teachers are able to collaborate and bring ideas together in order to ensure that all students are supported and succeed.

What kinds of activities do teacher leaders facilitate during their leadership time?

Teacher leaders facilitate a wide variety of activities, including leading teacher planning time, bringing teachers together to review student work, providing observation, feedback and coaching for individuals, supporting first-year teachers to help them thrive, and bringing together “specials” teachers (to help music teachers work with other music teachers, art teachers to work with art teachers, etc.).

How can parents be involved in this process? How can we get the TLC model at our school?

If you're interested in learning more and becoming involved with TLC at your school, reach out to your principal or parent liaison. In October 2015, DPS hosted a Superintendent Parent Forum highlighting teacher leadership. Materials from that forum can be found [here](#).