### TLC Operations Guide:
**TLC Teacher Leader Roles and Stipends**

**DESIGNED FOR:** Principals, Principal Proxies, All Teacher Leaders, Prospective Teacher Leaders

When and why use this resource?
This document describes the role, responsibilities, and stipend information for each type of Teacher Leader & Collaboration teacher leader, formerly called Differentiated Roles prior to 2015-16. Legacy teacher leader roles (in schools not yet implementing the TLC model) can be found [here](#). Email relevant questions, comments, or concerns to teacherleader@dpsk12.org.

#### Teacher Leadership & Collaboration Roles

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<th>Role</th>
<th>Description</th>
<th>Stipend</th>
<th>Pay Out</th>
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| **Senior Team Lead** *(school-based)* | A highly effective teacher who spends about half the day teaching and about half the day leading a team of teachers (aligned by grade level, content area, or other relevant grouping based on school need) in developing their ability to effectively deliver instruction and increase student outcomes.  
- Holds a classroom or intervention teacher role  
- Facilitates 1-on-1 coaching, feedback, & scored evaluation for all teachers on their team  
- Facilitates end-to-end LEAP growth and performance evaluation  
- Facilitates collaborative team time for whole team or sub-team of teachers | $5,000* | Monthly**  
September - June |
| **Team Lead** *(school-based)*    | A highly effective teacher who spends about half the day teaching and about half the day leading a team of teachers (aligned by grade level, content area, or other relevant grouping based on school need) in developing their ability to effectively deliver instruction and increase student outcomes.  
- Holds a classroom or intervention role  
- Facilitates 1-on-1 coaching, feedback, & scored evaluation for all teachers on their team  
- Contributes to LEAP growth and performance evaluation  
- Facilitates collaborative team time for whole team or sub-team of teachers | $3,000* | Monthly  
September - June |
| **Team Specialist** *(school-based)* | Builds the capacity of a team or sub-team of teachers (aligned by grade level, content area, or other relevant grouping based on school need) to effectively plan for and implement standards  
- Facilitates collaborative team time for team or sub-team of teachers related in complement to a Senior Team Lead, Team Lead or school leader | $1,500 | Twice per year***  
(Dec & May) |
| **New Teacher Ambassador** *(school-based)* | Provides school-based logistical and social emotional support to a cohort of teachers new to DPS, including both novice and experienced teachers, in order to build a sense of community, belonging, and understanding of their role in DPS.  
- Communicates with new teachers and serves as liaison between district and new teacher  
- Facilitates a cohort experience for all new teachers at schools | $800 | Twice per year  
(Dec & May) |
### Regional Team Specialist (centrally-based)

Leads a cohort of teachers in an aligned content area **across multiple schools** who may not otherwise have opportunities to collaborate in like content, grade, or focus areas, potentially in Beyond the Common Core subject areas, and others who teach unique content areas. This role is selected and supported by Central Office content teams.

- Facilitates collaborative team time
- Supports teachers in progress monitoring SLOs, looking at student work, and growing instruction to meet student needs

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<th>$1,500</th>
<th>Twice per year (Dec &amp; May)</th>
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* Senior Team Leads and Team Leads at **School Development Team (SDT)** schools receive this stipend amount and an additional $2,000. This enables Senior Team Leads and Team Leads to receive the same stipend as any other teacher leader serving on the School Development Team, while continuing to compensate the additional responsibilities of a Senior/Team Lead.

**Roles with **monthly** payouts: anyone who is in a payable status for at least one day that month receives the stipend for that month.

*** Roles with **twice per year** payouts: anyone who is in a payable status on December 1 or May 1 receives the payment; this is not prorated.