

TEAM SPECIALIST

2017-18 Role Description

The Team Specialist role builds the capacity of a subset of teachers (aligned by grade level, content area, or other relevant grouping based on school need) to effectively plan for and implement standards, by delivering high-quality facilitation of collaborative team time. The Team Specialist role complements the role of the Team Lead(s) by leading collaborative meetings with clear objectives, solutions-oriented problem solving, and actionable next steps. While the Team Lead may also facilitate collaborative time for subsets of teachers on their team, the Team Specialist will work with a relevant group of teachers to add to the capacity of the Team Lead and, ultimately, the school. These situations may include (but are not limited to):

- A subset of teachers in a grade level/subject area where the Team Specialist has content expertise that complements the background/expertise of the Senior/Team Lead supporting those teachers
- A subset of teachers in grade levels/subject areas not yet supported by a Senior/Team Lead role
- A team of teachers in grade levels/subject areas that are still led by a school leader

The Team Specialist will work closely with the Senior/ Team Lead(s) and School Leaders who supervise the teachers to align on expectations, discuss teacher growth and development, and adjust supports for those teachers accordingly based on teacher and student needs.

Expected Outcomes:

The goal of a Team Specialist is to improve student learning through teachers' implementation of standards, through high-quality facilitation of collaborative time, which could be focused on analyzing data, calibrating on student work, planning and aligning instruction, and/or engaging in new learning to address complex instructional challenges. To ensure alignment across grade levels and content areas, it is critical that the Team Specialist communicate and collaborate regularly with relevant Senior / Team Leads, School Leaders, and Team Specialists building-wide.

Ultimately, the Team Specialist will support teacher and school growth in the following areas:

- Stronger standards implementation
- Improved supports for English language learners
- Enhanced alignment across classrooms in like Grade Levels and/or Subject Areas
- Culturally responsive teaching practices
- Use of Data Driven Instruction (DDI)

Required Responsibilities:

1. Establish clear expectations, processes, and objectives for collaborative team time that align with team, school, and district goals.
2. Facilitate high-quality collaborative team time for a relevant team or subset of teachers based on school need that builds their capacity to effectively plan for and implement standards.
3. Coordinate with complementary Senior/Team Lead and school leaders to ensure that expectations, processes, and objectives for collaborative time are aligned with team, school, and district goals and 1-1 supports that teachers are receiving from the Team Lead.
4. Foster the establishment of a collaborative school culture that leads to stronger vertical and horizontal alignment school-wide by working closely with teachers, Senior/Team Leads, and School Leadership to continuously calibrate on student work and expectations, identify teacher and student growth needs, and establish and revise school and individual professional learning plans accordingly.
5. Support progress monitoring of teacher SLOs to help teachers reach target goals in support of student growth, including supporting teachers with analysis of student data

Other Potential Responsibilities:

1. In addition to facilitating the collaborative time for a relevant subset of teachers, the Team Specialist may also employ other techniques* to support the effective implementation of standards. This may include:
 - Hosting and/or facilitating learning labs
 - Leading the data inquiry process
 - Sharing resources
 - Facilitating small group or whole-staff professional learning
 - Facilitating Virtual Learning Communities
 - Co-planning
 - Serving as a model classroom

* The implementation of the techniques outlined above should be done strategically based on school need, and should take place within the allotted time expectations for the Team Specialist role.

Required Qualifications:

- Must meet all licensure and certification requirements for teacher role in DPS
- A Team Specialist must be a DPS Teacher. They will be selected into a hybrid Teacher / Team Specialist role that encompasses both the classroom or intervention teacher role and the Team Specialist role
- Demonstrated effectiveness as a teacher by:
 - For DPS employees:
 - Effective or Distinguished on most recent final, end-of-year LEAP or other summative evaluation of teaching role, AND, evidence of sustained effectiveness in current role (e.g., for current teachers, receiving a final EOY LEAP rating of Effective or Distinguished; for other instructional support or leadership roles, final evaluation of performance in current role)
 - For non-DPS employees:
 - Effective or equivalent end-of-year rating on an evaluation system that is based on multiple measures, not just solely on observation, from most recent year of teaching AND evidence of sustained effectiveness in current role (e.g., for current teachers, receiving an effective or equivalent rating on an evaluation system based on multiple measures for current teachers; for other instructional support and leadership roles, final evaluation of performance in current role)

Recommended Qualifications:

- Minimum of two years teaching experience and one year teaching in DPS
- Demonstrated ability to lead adults towards shared outcomes; knowledge of methods and techniques to support adult learning
- Demonstrated ability to effectively facilitate groups and foster collaboration across a group of adult learners
- Demonstrated ability to cultivate and support inclusive practices with students and staff
- Demonstrated ability to effectively utilize culturally responsive teaching practices
- Demonstrated ability to analyze data and make decisions based on formative and summative data sets Well-respected among peers
- Instructional and content knowledge in implementing relevant and rigorous curricula
- Strong written, oral, and interpersonal communication skills
- Ability to effectively manage time and balance competing priorities
- Ability to lead with a culturally responsive and equity-focused lens
- Strong understanding of standards and best practices for unpacking and implementing effectively (including data analysis, assessment literacy, and backwards planning)
- Ability to find clarity in ambiguous situations
- Takes initiative to solve problems and manage conflicts

- Demonstrated ability to create a positive work environment

Stipend:

Team Specialists receive a \$1500 stipend, paid in 2 installments in December and May. A Team Specialist must be in role and in a payable status on December 1 and May 1 to receive the stipend installment. Stipend installments will not be pro-rated.

Performance, Growth, and Evaluation

Team Specialists will be evaluated for the leadership component of their teacher leader role within the LEAP Professionalism rubric on Indicator P7 (Masterful Teacher Leadership). They will continue to be evaluated for their classroom instruction under all measures of the LEAP Growth and Performance System.

Required Onboarding and Professional Learning

- Pre-service role-specific leadership training required prior to serving in role; sessions typically offered in the summer
- Ongoing professional learning provided throughout the year to support Team Specialists in role and help develop and refine the leadership competencies needed for success (see the [TLC Training and Development](#) page for 2017-18 expectations, available February 2017)