

Position Objective:

The Regional Team Specialist role builds the capacity of a cohort of teachers to effectively plan for and implement standards by delivering high-quality facilitation of collaborative time. The Regional Team Specialist is responsible for leading a cohort of teachers in an aligned content area across multiple schools who may not otherwise have opportunities to collaborate in similar content, grade, or focus areas. This may include teachers in Beyond the Common Core¹ subject areas, and others who teach unique content areas in their respective buildings. The Regional Team Specialist role complements the school leader or Senior/Team Lead's role by driving collaborative meetings with clear objectives, solutions-oriented problem solving, and actionable next steps for teachers who would best be supported in implementing standards by collaborating with colleagues in similar content areas outside of the school.

The Regional Team Specialist will lead and facilitate three professional learning sessions throughout the year (during three Central DPS Teal Days). These sessions focus on best practices in assessment literacy and instructional pedagogy, particularly using student work to drive the Student Learning Objectives process and Data Driven Instruction.

Expected Outcomes:

The goal of a Regional Team Specialist is to improve teachers' implementation of standards through high-quality facilitation of collaborative time focused on analyzing data, calibrating on student work, and planning for instruction.

Ultimately, the Regional Team Specialist will support teachers' growth in the following areas:

- Stronger standards implementation
- Use of Data Driven Instruction, formative assessment, and the Student Learning Objectives Process
- Enhanced alignment across classrooms in like Grade Levels and/or Subject Areas
- Improved supports for English language learners and other high needs students

Required Responsibilities:

1. Facilitate high-quality collaborative time at least 3 times throughout the year (e.g. 3 Teal Days: 3 eight-hour sessions) for a subset of teachers in the same (or similar) unique subject area that builds their capacity to effectively plan for and implement standards.
2. As directed by Content Coordinators, establish clear expectations, processes, and objectives for collaborative time that align with team, school, and district goals.
3. Supports the facilitation, development and implementation (as directed by the school) of of Student Learning Objectives for a cohort of teachers.
4. Make connections for their cohort amongst various district initiatives, such as LEAP, SLOs, priority standards, curricular / assessment resource strategy, etc.
5. Provide central office support team with logistical and accountability information
6. Collaborate with Curriculum and Instruction Partners, Content Coordinators, and other DPS personnel to plan sessions, create materials, and support teams of teachers

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Role Flexibilities

In addition to the required responsibilities, the Regional Team Specialist is expected to fulfill one of the following leadership functions to support teacher learning within their content area:

1. Develop and maintain online resources for teachers (drive, website, Schoology group, etc.)
2. Lead an online PLC and/or discussion group that occurs in months when teachers do not meet in-person
3. Collaborate with Content Coordinator(s)/Specialist(s) to plan PL sessions that occur outside of the RTS-supported Teal Days
4. Collaborate with Content Coordinator(s)/Specialist(s) to facilitate two optional PL sessions
5. Lead a PDU for a minimum of 10 participants in content area (PDU subject to DPS approval; teacher leader must apply to be a PDU leader and be accepted to receive additional leader stipend)

Time Expectations:

The Regional Team Specialist will be expected to spend time specifically focused on this role beyond their duties as a classroom teacher. While the Other Potential Responsibilities outlined below should be chosen and executed based on teacher need, a Regional Team Specialist will need to prepare for and then lead the facilitation of regional team meetings on 3 Teal Days (August 15 and October 26, 2017 and February 2, 2018). Regional Team Specialists should also plan for planning and prep time with Content Coordinators and Instructional Curriculum Specialists; this includes up to 25 hours of contact time during the summer and school year.

Expected Date Commitment for 2017-18

Professional Learning and Training	Planning with Content Coordinators for Teal Days	Teal Day Facilitation
<ul style="list-style-type: none"> <input type="checkbox"/> Attend summer Leadership Institute (requirements by role and experience) <input type="checkbox"/> Engage in continued professional learning during the school year (complete one online or evening session each semester) 	<p>6 planning dates required:</p> <ul style="list-style-type: none"> ● August 9th 8:00-4:00 ● September 26th or 28th 4:30-7:30 ● October 10th or 12th 4:30-7:30 ● January 9th or 11th 4:30-7:30 ● January 23rd or 25th 4:30-7:30 ● April 10th or 12th 4:30-7:30 <p>Dates determined by each content department</p>	<ul style="list-style-type: none"> ● August 15, 2017 ● October 26, 2017 ● February 2, 2018

It is up to the Regional Team Specialist and the teachers they support to determine when and how often they engage beyond any structured, scheduled collaborative time based on their needs and availability.

Flexibilities by Content Area

- Each content area will determine the leadership functions and support techniques that best meet the needs of teachers on the Regional Team Specialist’s team
- Content areas determine the planning dates and collaborate with Regional Team Specialists to determine objectives for each session

Required Qualifications:

- Must meet all licensure and certification requirements for teacher role in DPS and must be employed in a teaching position before they can be selected into a Regional Team Specialist role
- Must participate in required training over the summer and during the school year
 - See [DPS Teacher Leader Summer Training Calendar](#) for details

Recommended Qualifications:

- Two years teaching experience and one year teaching in DPS; candidates external to the district may apply for a Regional Team Specialist role after they secure a teaching position in DPS
- Effective or Distinguished rating on most recent school-year LEAP evaluation (or equivalent from other district)
- Demonstrated ability to lead teams with a focus on equity, diversity and inclusion, including knowledge of culturally responsive teaching and a commitment to identify, address, and mitigate bias when working with students and staff
- Demonstrated ability to lead adults towards shared outcomes
- Demonstrated ability to effectively facilitate groups and foster collaboration across a group of adult learners
- Demonstrated ability to analyze data and make decisions based on formative and summative data sets
- Well-respected among peers with ability to establish rapport and trust
- Strong written, oral, and interpersonal communication skills
- Ability to effectively manage time and balance competing priorities
- Knowledge of effective methods for adult learning
- Strong understanding of standards and best practices for unpacking and implementing effective collaborative team time (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:

Regional Team Specialists receive a \$1500 stipend, paid in 2 installments in December and May. A Regional 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

Regional 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. Content Coordinators who supervise Regional Team Specialists will complete a feedback form assessing the Regional Team Specialist’s growth and performance in role; this form will be shared with the principal to inform the P7 rating.

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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 Regional 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)

For additional information about the Regional Team Specialist role, please see the [Role FAQ](#)