



INSTRUCTIONAL LEAD TEACHER

The purpose of the Instructional Lead Teacher is to support the growth of our instructional practice through an inquiry action approach to instructional improvement. Instructional leads support teammates in implementing instructional practices, analyzing student work, understanding grade-level standards, and preparing high quality content for all students.

The Instructional Lead Team members both lead school-site departmental meetings and network-wide Professional Learning Communities. Instructional Leads model effective teaching practices, exercise their influence in formal and informal contexts, and support collaborative team structures within their network PLC and school-site department.

Content Instructional leaders (at least 2 per school site): Will lead weekly Instructional work with support from Envision Directors

- STEM lead teacher
- Humanities lead teacher
- Electives lead teacher

INQUIRY ACTION APPROACH (PLAN-DO-STUDY-ACT)

Guided by the network's common instructional area of focus, the Instructional Lead Team will take an inquiry action approach in order to drive curriculum and instructional changes to improve student performance.

Each Instructional lead will receive support from directors on a regular basis to analyze student data, make a plan of action (plan), implement the action (do), study the action's effects (study), and finally reflect on the action—either to make modifications or to make the actions permanent (act).

INSTRUCTIONAL LEAD RESPONSIBILITIES

Network-wide Level

- Meet monthly for a full day or bi-weekly for half days to receive professional development from network leaders as an Instructional Network-Wide Lead Team to plan professional development and continuous instructional improvement through the inquiry (Plan-Do-Study-Act) model.
- Attend end-of-year Leadership Huddle days, Attend beginning-of-year Leadership Huddle days (4 days total)
- Facilitate a small professional learning community to reflect on teacher practice and to analyze student work (e.g., classroom video, lesson plans, student work, audio recordings, observations, teacher narratives), to plan next steps to improve teacher practice, and to reflect on student learning and growth.
- Lead colleagues with the administration, scoring, and data analysis of interim assessments.

School-site Level

- Meet with school-site Lead Team colleagues, lead school-site department meetings.
- Align school-site PLCs to organizational goals and instructional priorities
- Facilitate a small professional learning community to reflect on teacher practice and to analyze student work (e.g., classroom video, lesson plans, student work, audio recordings, observations, teacher narratives), to plan next steps to improve teacher practice, and to reflect on student learning and growth.
- Leads engage and collaborate with LC teams to ensure all students have their needs met

STIPEND AND TENURE

*\$5,000, paid in two installments (December, June).

*The \$5,000 stipend includes mandatory participation in beginning-of-year and end-of-year leadership huddles.