

## LPS Tenure Model: Getting Better on Purpose

Year	Summer prior to start	Year 1	Year 2	Year 3
Purpose	Welcome	Learn & Observe	Reflect & Improve	Connect & Grow
Focus Areas	Welcome & Critical Information	Foundations of Curriculum & Instruction	Equitable Outcomes & Self Reflection	Supporting Teacher Networking & Growth
Learning Format	5-day welcome week	9 meetings (in person) 2 hr. 45 min. per meeting 1 lab day (paid sub)  24 hrs. 45 min. in person 9 hours activity/reflection <b>33hrs. 45min. Total</b> <b>Optional: 2hrs. Salary Advancement</b>	5 meetings (in person) 2 hours per meeting  10 hours in person 10 hours activity <b>20 hours total</b> <b>Optional: 1hr. Salary Advancement</b>	2 meetings (in person) 2 hours per meeting  4 hours in person 11 hours blended <b>15 hours total</b> <b>Optional: 1hr. Salary Advancement</b>
Content	<p style="text-align: center;"><b>2 days (14 hours)*</b> Curriculum Connections</p> <p style="text-align: center;"><b>1 day (7 hrs.)</b> LPS MTSS</p> <p style="text-align: center;"><b>1 day (7 hrs.)</b> LPS Instructional Design</p> <p style="text-align: center;"><b>1 day (7 hours)*</b> Welcome Breakfast Student Safety Afternoon in building</p> <p><small>*Curriculum Connections (2 days) &amp; Welcome Breakfast day (1 day) are paid @ per diem rate of pay. MTSS-B and Instructional Design required as part of Tenure and are not paid, but offered other times for those who miss.</small></p>	<p style="text-align: center;"><b>Foundation Strands</b></p> <p>Elementary Classroom (K-5) K-12 Specialist areas Special Education Resource &amp; School Psych/SLP Library</p> <p>Secondary by subject 6-12 6th Grade Humanities Elementary ELL Secondary ELL World Language Counselors/Social Workers Reading Recovery Interventionist</p> <p style="text-align: center;">Coordinators</p> <p><small>*Elem. Classroom Teachers (90 ELA-15 break-60 Math)</small></p> <p style="text-align: center;"><small>*All other areas (1hr. 45 curric. - 15 break - 45 other)</small></p>	<p style="text-align: center;"><b>Module 1:</b> <b>Aug:</b> Equity, MTSS, relationships, implicit bias, cultural proficiency <b>Sept:</b> Activity</p> <p style="text-align: center;"><b>Module 2:</b> <b>Oct:</b> Trauma, poverty <b>Nov:</b> Activity</p> <p style="text-align: center;"><b>Module 3:</b> <b>Dec:</b> Spec. Ed/Scaffolding <b>Jan:</b> Activity</p> <p style="text-align: center;"><b>Module 4:</b> <b>Feb:</b> Gifted (level 1 outcomes) <b>March:</b> Activity</p> <p style="text-align: center;"><b>Module 5:</b> <b>April:</b> ELL, Bilingual Liaisons <b>May:</b> Activity</p> <p>Each quarter: reflection activity</p>	<p>Teacher selects appraisal goal and selects cohort to join.</p> <p>Book study with additional coaching conversations.</p> <p>End of semester checks on progress toward goals. End of year celebration.</p> <p><b>Possible Topics:</b> Embedded Form. Assessment Teach, Reflect, Learn Teach Like a Champion Gifted Differentiation</p>
Salary Adv. Credit		3	1	1

\*Move toward more teacher directed professional learning and self-reflection

