

North Linn TLC Executive Summary

The North Linn Community School District is a rural district that covers 151 square miles and serves the communities of Troy Mills, Coggon, and Walker as well as the rural areas of northern Linn County, southern Delaware County, southern Buchanan County, and northeastern Benton County. We currently serve 640 students in grades TK - 12. North Linn's mission states "The district members are committed to developing an educational environment that offers the maximum opportunity for all students to learn and become a respectful member of the community at all levels from family to global." Commitment to educational excellence and high expectations of student achievement from our Board of Directors, administration, staff, parents, students, and communities has created a thriving school district.

In order to establish our proposed Teacher Leadership and Compensation Plan, North Linn took a truly collaborative approach. This collaboration involved deep, honest reflections of our current reality and mindful consideration of our desired state. Our TLC Planning Committee is comprised of the following stakeholders: administrators, teachers representing all levels, parents with children representing all grade spans, North Linn's Education Association president, and Iowa House of Representative from District 95. The North Linn's Consolidated Plan (C-Plan) documents coupled with the Iowa Department of Education's (DOE) *Theory of Action* were the driving forces as we moved forward with developing our TLC Plan's vision and determining its goals.

The vision of North Linn's TLC Plan is to provide all teachers, both new and veteran, professional growth opportunities, support, and collaborative structures that will enhance their teaching effectiveness. We believe that rewarding initiative and leadership through enhanced career opportunities will lead to increased student achievement, thus equipping our students with the knowledge needed to be successful in all globally competitive opportunities. Our goals are:

1. To reward professional growth and effective teaching by expanding and strengthening our district leadership teams
2. To bolster the elementary literacy Multi-Tiered System of Supports (MTSS) Program (formerly Response to Intervention – RTI)
3. To provide additional support at the secondary level with reading across the content areas
4. To improve our district-wide technology efforts
5. To increase student achievement by improving instruction

Model 3 has been chosen as the optimal plan for meeting the needs of the district and improving teacher effectiveness thus leading to increased student achievement. Iowa Assessment, Measures of Academic Progress (MAP) and the Formative Assessment System for Teachers (FAST) data indicate an area of concern is TK-12 literacy. Current initiatives to improve literacy achievement for all students are:

1. Improving K-3 Literacy
2. TK-5 Effective Implementation of the MTSS Program
3. 6-12 Improving literacy and consolidating all previously implemented scientifically based reading research (SBRR) strategies

Findings from our 2011 Iowa Department of Education Site Visit indicated a need for improved technology integration and support for our TK-12 teachers and students. Current initiatives to improve technology integration are:

1. Increasing familiarity of Grant Wood Area Education Agency (GWAEA) Online Resources to Support Classroom Instruction
2. Improving quality of Technology Integration leading to Increased Student Achievement
3. Moving forward with a 1:1 Technology Initiative

Teacher leaders are the backbone of our plan, and it is imperative we have the most qualified people providing the leadership vital to the successful implementation and ongoing sustainability of this plan. To

support the refinement of instructional practices for both new and veteran teachers as well as providing unique targeted support to meet the diverse needs of new teachers, the following multiple, meaningful, differentiated teacher leader roles have been established:

1. Three New Teacher Roles:
 - Full Time TK-5 MTSS Instructional Coach
 - Half-Time 6-12 Reading Across the Content Areas Instructional Coach
 - Full-Time TK-12 Technology Integrationist Instructional Coach
2. Expanded Roles and Responsibilities of Three District Leadership Teams (15 roles):
 - Elementary TK-5 Literacy Team
 - Secondary 6-12 Literacy Team
 - TK-12 Technology Team

18 Teacher leaders represent 36% of North Linn's teaching staff.

Continuous improvement is deeply embedded in North Linn's culture and climate, and many of the pieces necessary to implement North Linn's TLC plan are currently in place. Following the framework of the Iowa Professional Development Model (IPDM), all teacher leaders will work collaboratively with administrative staff and GWAEA Consultants to plan, develop, deliver, and monitor professional development.

Creating our plan has enabled district stakeholders to:

1. Offer suggestions and feedback, ask questions, and engage in dialogue focused on improving teacher effectiveness
2. Provide opportunities for teachers of the district to serve as teacher leaders through the development of a rigorous selection process
3. Establish a support system focused on meeting the unique needs of new teachers
4. Identify the criteria to measure the impact and effectiveness in achieving our TLC Plan goals
5. Ensure structures in place to implement our plan as soon as funding is secured
6. Guarantee sustainability of our plan as we move forward
7. Create optimal learning opportunities for increased academic achievement for all students

Our TLC Plan is focused on continuous improvement and embodies every aspect of Tim Duncan's quote, "Good, better, best...never let it rest until your good is better and your better is best."

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