

Policy 5480: Leadership Roles

Status: DRAFT - 2nd
Reading

Original Adopted Date: 01/13/2017 | Last Revised Date: 08/08/2022 | Last Reviewed Date: 08/08/2022

~~The Caldwell School District Board of Trustees may have in place a plan and criteria for providing leadership premium compensation to reward teachers and pupil service staff for serving in a leadership capacity in their schools.~~

~~Leadership priorities will be based upon one (1) or more of the criteria below as identified by a committee consisting of teachers, administrators, and other District stakeholders and approved by the Board. The decision as to whom and how many instructional and pupil service employees receive leadership premiums shall not be subject to collective bargaining and shall not become a part of the negotiated agreement.~~

~~The District has identified the following criteria for the purpose of meeting the Advanced Professional Endorsement leadership role requirement.~~

SECTION 1. LEADERSHIP ROLE CRITERIA

~~1.1—The Board may award leadership premiums to certificated instructional and pupil service employees, regardless of such employees' full or part-time status, in recognition of the additional time they will spend fulfilling one (1) or more of the following leadership roles:~~

1.1.1 Serving, or being hired to serve, in an instructional position designated as hard to fill by the Board, including a career technical education program;

1.1.2 Providing mentoring, peer assistance, or professional development to teachers in their first two (2) years in the profession;

1.1.3 Various other criteria designated by the Board, excluding duties related to student activities or athletics, that require the employee to work additional time such as:

- Curriculum development;
- Assessment development;
- Data analysis;
- Grant writing;
- Special program coordinator;
- Research project; and
- Teaching professional development course;

~~1.2—These premiums shall be valid only for the fiscal year for which they are budgeted.~~

1.23 Duties related to student activities and athletics shall not be eligible for leadership premiums.
