

East Union Teacher Leadership Program

Master Teachers

East Union has two Master Teachers- one at the Elementary and one at the Secondary. They are full release, which means they do not teach any classes during the school day. They may elect to teach Independent Study or CBE courses or teach a college class before or after school.

Responsibilities of the Master Teacher are the following:

- *Oversee groups of teachers in developing goals, provide instructional interventions with proven results*
- *Facilitate teacher proficiency with these new strategies through classroom-based follow-up, and ensure that the progression of teacher skill development is aligned with changing student learning needs*
- *Conduct classroom evaluations and conferencing for both announced and unannounced observations*
- *Provide support to the teacher following collaboration meetings (e.g., observation/feedback, model teaching, demonstration lessons and team teaching following meetings and in individual teacher mentoring situations)*
- *Enhance their skills and provide other teachers with only the best instructional interventions and strategies*
- *Analyze school-wide student data as the basis for developing a school plan*
- *Oversee the planning, facilitation and follow-up of collaboration meetings and professional development sessions (may be asked to lead or co-lead these)*
- *Team-teach with colleagues, demonstrate model lessons, develop and help implement curriculum*
- *Observe and provide peer assistance and coaching toward meeting teachers' Individual Professional Development Plan goals*
- *Research and field-test, within the school, appropriate strategies that target the identified area of student need*
- *Evaluate teacher performance by using the TAP Rubrics and conduct follow-up teacher conferences*

Mentor Teachers

East Union has four Mentor Teachers- two at the Elementary and two at the Secondary. They teach their regular schedule. The time they spend with colleagues/teachers occurs during the mentor teacher's planning time, before or after school, or during collaboration sessions.

Responsibilities of the Mentor Teacher are the following:

- *Team-teach with colleagues, demonstrate model lessons and develop and help implement curriculum*
- *Research and field-testing, within the school, appropriate strategies that target the identified area of student need*

- *Analyze student data to identify professional needs; develop an academic achievement plan*
- *Assist in development of a school improvement and evaluation plan*
- *Monitor goal-setting, activities, classroom follow-up and goal attainment for cluster groups (collaboration and PD groups) and Individual Professional Development Plans (IPDP)*
- *Develop the long-range cluster (professional development training) plan and collaboration group agendas and activities*
- *Lead or co-lead specific collaboration meetings and help maintain the group records and minutes*
- *Attend professional development meetings and may lead or co-lead these*
- *Provide appropriate classroom follow-up*

Peer Review Teachers

We have four Peer Review teachers- two at the Elementary and two at the Secondary. They observe and meet with teachers during their planning time, before or after school, or when a sub must be arranged.

Responsibilities of the Peer Review Teacher are the following:

- *Work with a Peer Review colleague to arrange classroom observations*
- *Conduct classroom observations*
- *Provide feedback and suggestions to assist the observed teacher to meet their Individual Professional Development Plan (IPDP) goals*
- *Complete and submit necessary paperwork to the building principal and master teacher*