

# Additional Guidance for Schools Currently Staffing Lead Teachers

---

May 2015

As part of the new [Teachers' Contract](#), the UFT and DOE agreed to revisit the existing Lead Teacher position to determine if it should be continued, modified, or converted into other teacher leadership positions for the 2015-16 school year. With the establishment of new teacher career pathways in New York City, the DOE and UFT have agreed to convert the Lead Teacher position to better serve the needs of our schools. As a consequence of this change, your school will no longer be able to staff Lead Teachers next school year.

School will instead have the option of staffing the new teacher leadership roles; details of the positions available to your school community and the next steps for your current Lead Teacher(s) are outlined below:

- Two teacher leader roles are available for your school for the 2015-16 school year:
  - 1) **Model Teacher** – In addition to their duties as a teacher, Model Teachers take on additional responsibilities such as establishing a laboratory classroom; demonstrating lessons; exploring emerging instructional practices; reflecting on and debriefing a visit from a colleague (*\$7,500 additional compensation; full teaching program*).
  - 2) **Peer Collaborative Teacher** – In addition to their duties as a teacher, Peer Collaborative Teachers take on additional responsibilities to support the professional learning of their colleagues through peer coaching and intervisitation to improve student learning (*\$12,500 additional compensation; minimum of one period of release time for teacher leader responsibilities*).
- Selection for both of these roles is a two-step process. Teachers apply to the posting(s) and are screened by a Central UFT-DOE committee to be entered into the citywide eligible pool. Principals wishing to have teacher leaders can select from any of the individuals in the eligible pool; this selection is not limited to teachers currently at their school if an external candidate transfers before the close of the Open Market transfer period. The posting is open to all tenured teachers.
- All current Lead Teachers must apply through these postings and screening process to be eligible to take on either of the new roles described above. Lead Teachers who are not selected and/or staffed to a new teacher leader role will be reverted back to a regular teacher title. The application will launch in mid-May and the application/interview process will conclude in mid-June. You and your staff will receive more information about the application process in the coming days.
- Principals have the discretion to determine whether or not to have any of these teacher leadership roles and, if they choose to have such roles, to determine which, how many of each type and who is selected from the eligible pool. Similarly, principals do not have to make a commitment to hire teacher leaders prior to selection from the eligible pool. It is recommended that school leaders discuss their vision in regard to teacher leadership with their school community.
- Schools that received an allocation for their Lead Teachers this school year and who establish Peer Collaborative Teachers or Model Teachers will be eligible to receive some financial support next year; details will be provided in the coming weeks.

# Additional Guidance for Schools Currently Staffing Lead Teachers

---

*May 2015*

- Elementary schools previously staffing pairs of Lead Teachers will not be required to continue splitting one elementary class among two teacher leaders. Additional guidance regarding elementary school teacher leadership programming will be provided to you in the coming weeks.
- As mentioned above, your current Lead Teachers will be notified about this change Thursday (see below for a copy of the email that they will receive). Over the next several weeks, we will share additional information and resources via email and the **Teacher Career Pathways website**. Additionally, the UFT will host an information session for teachers on May 12<sup>th</sup> (Bronx) or May 13<sup>th</sup> (Brooklyn) to answer any questions about this shift. The DOE's Career Development Team will host "*Office Hours*" for school leaders to answer questions about the new roles and discuss budget considerations. Every Monday and Wednesday from 9:00-11:00am and 3:00-5:00pm a staff member will be available at (718) 935-3723 to answer your questions and provide support.

Please feel welcome to email [TeacherLeadership@schools.nyc.gov](mailto:TeacherLeadership@schools.nyc.gov) with any questions about the new roles and discuss budget considerations. In the meantime, we encourage you to speak with your Lead Teacher(s) about your vision for teacher leadership in the upcoming school year.