

JEROME SCHOOL DISTRICT

LEADERSHIP AWARDS PLAN

The goal of the Jerome School District Leadership Awards Plan is to compensate certified instructional staff for going above and beyond the normal expectations of a teacher contract. It is not meant to compensate for all activities teachers regularly do to teach and enrich the students of Jerome outside of the classroom. Certified administrators are not eligible for Leadership Awards.

The district will receive state funding based on the number of instructional FTE's in the district. The Jerome School District plan uses a "share" concept with a share equaling \$900. A share is based on work that requires the certified instructional staff to work additional time of approximately 36 hours outside of the regular contract. A share or fraction of a share will be assigned to the Leadership Activity. For Leadership Activities that require less than 36 hours, a fraction of a share may be earned. Fractional shares are one-quarter, one-half, or three-quarters. The law requires that the minimum leadership money that may be paid out is \$900. Any teacher earning less than one full share will not receive leadership money. For example, if a teacher took on an activity worth one-quarter share and earned no other shares, they would not receive any leadership money. However, if they earned one share for a leadership activity and one-quarter share for a different leadership activity, they would be compensated for one and one-quarter shares.

Shares will be designated at the district level for leadership activities that are district sponsored. Shares not used at the district level will be distributed to buildings based on the building FTE's. The buildings are responsible for using the building allocated shares to best meet the needs and goals of the building. Each building will have a committee to provide input on the best use of building shares, with the final recommendation delegated to the building principal.

Leadership Awards both at the district level and building level, will be determined yearly as needs and responsibilities change.

District Sponsored

The following are considered District sponsored leadership activities:

- Mentors
- Special Education (Hard To Fill)
- Conducting District Wide Professional Development
- Summer Curriculum Work
- ELL/ELP – ELP Plans
- District Committees

Building Sponsored

The following are approved Building sponsored leadership activities, but are not required at the building level. Each building will select the leadership activities and assign the number of shares based on building needs.

- Department Chairs
- Building Leadership Team
- School Improvement Committee
- Milepost Expert(s)
- RTI Committee
- Hard To Fill Positions – Must Be Designated by the Board of Trustees as Hard to Fill
- Conducting Professional Development at the Building Level
- After School Tutoring or Academic Clubs (i.e. writers' club, computer club, robotics club, etc.)
- 504 Coordinator
- Translating
- Scheduling
- Other Building Specific Areas to Help Meet Building Academic Goals. Must be Approved by District Administration