



**Teacher Leader**  
**Policy Series: 5000 Personnel**

**Policy No. 5055**

**Qualifications for Designation as a Teacher Leader:**

The District may designate as a Teacher Leader a teacher who:

1. Has a professional educator license;
2. Either:
  - a. Has an educator evaluation effectiveness rating of effective or highly effective for at least the two years prior to being designated as a teacher leader; or
  - b. Has a successful or equivalent rating using the Board of Education approved evaluation system for at least the two years prior to being designated as a teacher leader;
3. Demonstrates competence in working with adult learners and peers;
4. Demonstrates:
  - a. Consistent leadership;
  - b. Focused collaboration;
  - c. Distinguished teaching; and
  - d. A commitment to ongoing professional growth; and
5. Is recommended by the building administrator to be designated as a Teacher Leader.

**Roles of a Teacher Leader:**

Teacher Leaders shall maintain their assignment as a classroom teacher while fulfilling appropriate leadership responsibilities. This leadership may be provided in a school through formally or informally designated responsibilities. A Teacher Leader may perform the following functions:

1. Professional learning lead, including:
  - a. Generally supporting school-based professional learning, or
  - b. Serving as a learning designee or facilitator for professional learning activities;
2. Formally trained and recognized mentor, including:

- a. Modeling effective instructional strategies for other teachers;
  - b. Training, ~~supervising~~, and mentoring:
    - i. Student teachers (including providing feedback on demonstration of competencies);
    - ii. New teachers; or
    - iii. Teachers that supervise student teachers; or
  - c. Coaching the development of effective instruction;
3. Lead or master teacher, including:
- a. Guiding other educators in collecting, understanding, analyzing, and interpreting student-achievement data and using those findings to improve instruction;
  - b. Leading efforts to modify or improve curriculum; or
  - c. Facilitating and coordinating professional learning communities;
4. Education policy advocate, including:
- a. Positively contributing to informed decisions made by policy makers; or
  - b. Sharing information with colleagues regarding impact of policy on classroom practices;
5. School outreach lead, including:
- a. Leading specific school improvement initiatives; or
  - b. Acting as a liaison for community projects; or
6. Education ambassador, including:
- a. Networking within and beyond local, state, and national education organizations; or
  - b. Serving on task forces, committees, and advisory boards.

### **Teacher Leader Incentives:**

As determined to be appropriate by the Board of Education, designated Teacher Leaders may be given a pay increase, bonus, or other financial incentive or may be given a reduction in the Teacher Leader's regular classroom workload. These incentives are not guaranteed from year to year and are dependent upon available resources and funding.

### **Legal References**

[Utah Admin. Rules R277-307](#)

### **Board Approved:**