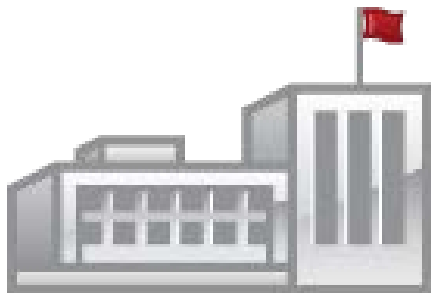
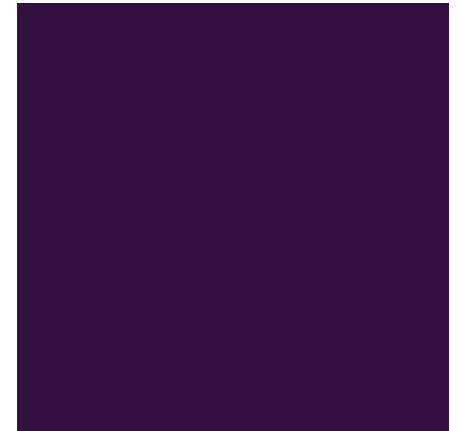
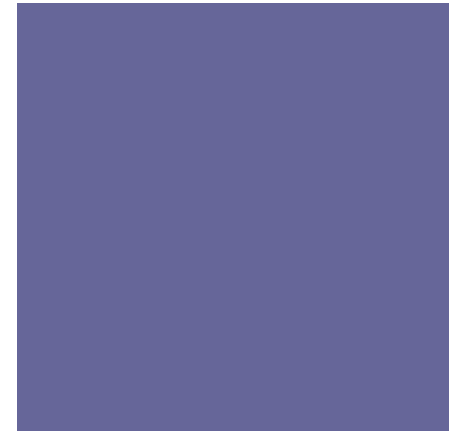


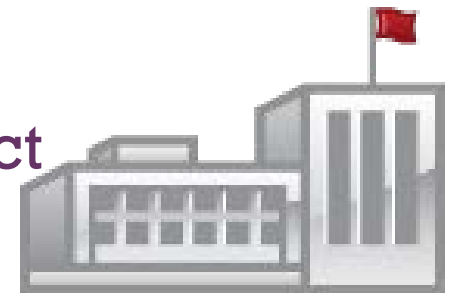


TAP

East Iberville High School
White Castle High School



Iberville Parish School District
School Redesign Plan 17 - 18





**Multiple
Career Paths**

**Ongoing
Applied
Professional
Growth**

**Instructionally
Focused
Accountability**

**Performance-
Based
Compensation**

+ Multiple Career Paths



The Career Teacher: Classroom Teachers who directly affect Student Mastery!

The Mentor Teacher: Classroom Teachers who directly affect Student Mastery & Support Teacher Instruction.

The Master Teacher: Teacher of Teachers who directly affect & Support Teacher Instruction



Ongoing Applied Professional Growth

Cluster





Ongoing Applied Professional Growth



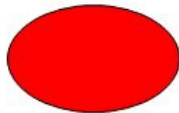
Cluster Meeting Protocol

Steps for Effective Learning

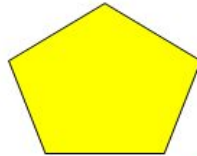


Step 1 - Identify Need:

Students cannot appropriately answer questions.



Step 2 - Obtain-Use of the XYZ Strategy may help - Field Test – Bring to Cluster



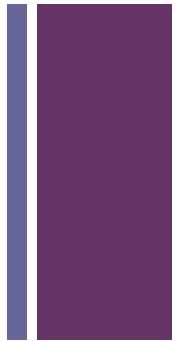
Step 3 – DEVELOP – in cluster



Step 4 – APPLY in classrooms



Step 5 - EVALUATE





Performance-Based Compensation



Teachers may earn

Performance-Based Compensation for:

1. Teacher Effectiveness assigned from Evaluators
2. Student Achievement as noted in Formative/Summative Tests
3. Other Items as noted from Additional Duties, Attendance, etc.

+ Instructionally Focused Accountability



Evaluation Cycle & Frequency

Each teacher will be observed at least **4** times during a school year. The following frequency is required:

- No less than 1 time per year by the master teacher.
- No less than 1 time per year by a qualified mentor teacher.
- No less than 1 time per year by the principal, assistant principal, or district personnel.
- The remaining evaluation(s) should be determined by the school leadership team.

+ Rubric

Teaching Skills, Knowledge and Responsibility	
Performance Standards	
1. Designing and Planning Instruction <ul style="list-style-type: none">a. Instructional Plansb. Student Workc. Assessment	3. The Learning Environment <ul style="list-style-type: none">a. Expectationsb. Managing Student Behaviorc. Respectful Culture
2. Implementing Instruction <ul style="list-style-type: none">a. Standards and Objectivesb. Motivating Studentsc. Presenting Instructional Contentd. Lesson Structure and Pacinge. Activities and Materialsf. Questioningg. Academic Feedbackh. Grouping Studentsi. Teacher Content Knowledgej. Teacher Knowledge of Studentsk. Thinkingl. Problem Solving	4. Responsibilities <ul style="list-style-type: none">a. Staff Developmentb. Instructional Supervisionc. School Responsibilitiesd. Mentoringe. Community Involvementf. Growing and Developing Professionallyg. Reflecting Upon Teaching

