

Alternative Teacher Performance Pay (ATPPS) & Teaching and Learning Services (TLS) Partnership

March 28, 2019



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The Alternative Teacher Pay for Performance (ATPPS) is a unique professional development program primarily funded through a state grant and funded through a local levy. The goal of the program is to increase student achievement by supporting the development of quality teachers through goal setting and targeted professional development.



Overview

With the increase in the levy, approved by the Board in December 2018, ATPPS and TLS are working collaboratively to strengthen the instructional coaching model through the increase of Student Achievement Specialists (SAS) positions.

Elementary 3.0 FTE  8.0 FTE

Secondary 3.5 FTE  7.0 FTE



Student Achievement Specialist

- Assist with collaboration among all stakeholders at a specific site(s) as it relates to student achievement.
- **Provide instructional coaching specific to personalized learning action steps.**
- Develop, facilitate, and support staff development activities that will positively impact student achievement.
- Analyze, interpret, and inform site administrators and staff on the status and progress of students enrolled at the site, with an emphasis on students enrolled in intervention programs at the school sites, on state and local assessments.
- The Student Achievement Specialist will be the primary contact and coordinate the administration of all state and district mandated assessments associated with ESSA (e.g. MCA Math, Reading and Science) and continuous improvement efforts (e.g. MAP, AMC, BAS, Pre ACT, and ACT).
- Provide mentorship and coaching support for staff members as they implement standards based instruction and standards based reporting.
- Support the implementation, monitoring and review of instructional interventions.



Instructional Coaching

- Teacher and Coach are partners
- Teacher's knowledge is clearly valued, and coach's knowledge of evidence-based teaching strategies is often very helpful
- Coach shares expertise, but dialogically
- Coach and teacher think together
- Accountability is to the students



Questions?

“Coaching done well may be the most effective intervention designed for human performance.”

~ ATUL GAWANDE

“Personal Best,” The New Yorker

