

School Leadership Team Model **FAQ DOCUMENT**

Q. Why is there a new School Leadership Model instead of the old POR Model?

A. With a view to continuous improvement, models of teacher leadership within schools change through review processes. After a Letter of Understanding was agreed to at bargaining last year, a consultation process took place with secondary teachers and secondary principals. Through the consultation, we learned that teachers and administrators wanted a model with meaningful roles in which teacher leaders feel valued and in which there is time for these teachers to mentor and build relationships with their colleagues.

Q. What are the differences between the old and new models?

A. The School Leadership Team model outlines Lead Teachers and School/System Initiative Leaders who work collaboratively with school administration to foster school and student improvement. The new model allows schools some freedom in creating school-based leadership teams that are responsive to the size, circumstances and curricular priorities in schools.

Lead Teachers position duties and expectations have changed significantly from those in the POR model positions. In return, the compensation has increased, both in the dollar amount and in the provision of release time and relief from On Call duties. In order to achieve this compensation system within the same budgetary framework, the numbers of positions were reduced overall and the numbers of positions vary based on the size of the school.

Q. What is the difference between Lead Teachers and School/System Initiative Leaders?

A. Lead Teachers work with departments and teachers to build relationships, mentor and build capacity, as described in more detail in the job description. They also focus on broader school/Board and Ministry goals related to student achievement. The School/System Initiative Leader is focused on broader school/Board and Ministry goals, however, the positions do not require the same amount of coordination, mentoring and support with individual departments and teachers.

Q. Why are School/System Initiative Leaders compensated differently?

A. The duties of School/System Initiative Leaders have not changed significantly from the previous POR Department Head model. Therefore; the compensation has remained the same as in the previous model.

Q. Why aren't Library Services and Student Success positions defined roles in the model, as they were previously?

A. People in these positions are paid to perform the regular duties of Library or Student Success Teachers. Library Services and Student Success positions are associated with curricular areas, as identified in the model, and, as such, teachers in these positions may apply for Lead Teacher positions, and/or School Initiative Leader positions.

Q. Can schools still identify a School/System Initiative Leader for French Immersion, Integrated Arts, or International Baccalaureate?

A. No. Regional Coordinating positions, in the areas of Integrated Arts, French Immersion and International Baccalaureate are not funded through the School Leadership Team model. However; these particular positions will be funded outside this model, subject to budget approval, and will form part of the School Leadership Team.

Q. Can schools identify a School/System Initiative Leader for extra-curricular activities?

A. No. Extracurricular activities cannot form part of the duties of a Lead Teacher or School/System Initiative Leader that are funded through this model. However; other Initiative Leaders or Coordinators may be identified and funded separately by senior administration.

Q. Are members of the School Leadership Team considered Supervisors?

A. No. A teacher holding a School Leadership Team position shall not be considered a "Supervisor" under the 'Occupational Health and Safety Act.'

Q. How do Lead Teachers use the release time?

A. Lead Teachers are able to use their three days of release time to perform the duties associated with their roles and responsibilities, including mentoring colleagues and building capacity in departments. These days will be determined by the Lead Teacher, in consultation with the school principal, may be transferrable to other teachers, and may be split into thirds.

Q. How will curricular areas be combined in schools?

A. The Lead Teacher structure and curricular/department alignments at any school will be determined by the Principal of the School, in conjunction with the current School Leadership Team. Schools have discretion to combine curricular areas based on school size, needs, areas of staff expertise, and the number of sections in each area. School plans are submitted to the System Staffing Committee for review.

Q. Are Assistant Lead Teachers part of the School Leadership Team Model?

A. No.

Q: Does holding a School Leadership Team Position prevent a teacher from being declared Surplus?

A: In most scenarios, yes. A teacher holding a School Leadership Team Position is exempt from Surplus declaration. The only time a School Leadership Team Position is not exempt from being declared surplus is if the teacher has been appointed to fill the role for a one year.

Any additional School Leadership Team positions approved by the Board, and not already identified in this document, may not be protected from surplus, and will be reviewed by the System Staffing Committee for consideration.

Q: Does holding a School Leadership Team Position prevent a teacher from being declared Redundant?

A: No. Holding a School Leadership Team Position will not prevent a teacher from being declared Redundant. Redundancy is a system, not a school-based, declaration.

Q. Why are Lead Teachers and School/System Initiative Leaders protected from surplus?

A. In order to preserve the integrity and value of the work of the School Leadership Team for three year terms, qualified incumbents are protected from surplus; however, to reiterate, these positions are not protected from redundancy.

Q: What happens if no one 'qualified' applies for the position?

A: If no qualified teachers apply, then the principal may interview and hire from unqualified applicants. The successful applicant will be deemed to have a three year term, and will have surplus protections afforded during the term. If there were any qualified applicants, and for reasons of unsuitability the principal appointed an unqualified applicant, it would be for a one year term and the individual would have no surplus protection. In this scenario, the principal must inform the unsuccessful qualified candidate in writing as to why he/she was unsuccessful and an unqualified person was appointed for the year.

Q: Can a teacher hold two positions within the School Leadership Team model?

A: Yes. A teacher may hold a School Lead Teacher position and a School/System Initiative Leader position simultaneously. In that scenario, they will receive remuneration for both positions.

Q. Can a teacher hold two Lead Teacher positions at once?

A. No.

Q. Can two teachers share a Lead Teacher position?

A. No.

Q. Can the School/System Initiative position be split between two or more teachers?

A. No.

Q. Can a part-time teacher hold a School Leadership Team position?

A. Yes, provided that they are being assigned to teach in both semesters. Please note that in such circumstances, the allowance is not prorated as the person has accepted the position and therefore all of the responsibilities associated with holding that position.

Q. When teachers are returning from absences (as it relates to their term in the position), do they have the right to return to their School Leadership Team position?

A. As per the Collective Agreement Article 22.02, a teacher holding a School Leadership Team position who returns from a leave, upon returning to the classroom, is guaranteed return to their original school. Where the teacher held School Leadership Team position, it shall be returned to the teacher provided that it still exists and the term has not expired. If the term expires while the teacher is on leave, then he/she may re-apply while on leave.

Note: the additional replacement costs associated with a medical leave is covered through a central office budget. This also applies to other leaves except for teachers on self-funded leaves. The self-funding will not create an additional replacement cost.

Q. Allocation of funding to all School Leadership Team positions is determined by the number of FTE sections. When rescheduling occurs, and the # of FTE sections for a Lead Teacher has been reduced or increased, what happens to their allowance?

A. The allowance is determined by the number of FTE sections in the Final School Plan submitted at the end of June in the previous school year. Even if the number of FTE sections changes, no change in allowance occurs during the year.

Q. Can a School Leadership Team position be left un-posted or unfilled?

- A.** Positions must be posted when the term expires or when a position is changed or significantly altered. If there are no qualified applicants for the School Leadership Team position, the System Staffing Committee shall be informed and will make a determination as to next steps.

Q. How will School Leadership Team positions be posted?

- A.** Postings will go out centrally from the Board Office, according to the System Staffing Critical Path. Principals should forward the information, through their area Superintendent, to the Superintendent Responsible for Secondary Staffing.

Q. The projected number of FTE sections in a department prescribes that there should be an Assistant Lead Teacher. How will this position be filled?

- A.** Since the number of sections determining whether or not an Assistant position will exist may not be known until after staffing allocations have occurred, the position will be posted and filled internally within the school.

Q. A department currently has an Assistant Lead Teacher but the projected number of FTE sections for the next year indicates that it is no longer prescribed. What happens for the upcoming year?

- A.** The Assistant Lead Teacher shall remain for one additional year. If the number of FTE sections does not increase to at least its former level, the position will cease for the subsequent year.

Q. Can a teacher who is planning to take the required specialist AQ course (or in the midst of taking the course), apply to School Leadership Team postings?

- A.** A teacher is eligible for interview provided he/she was enrolled in the program at the time of the posting (and must provide evidence of such). If he/she is the successful candidate, proof of successful completion of the program must be provided prior to the start date.

Q. Will current PORs be financially grand-parented into the new model?

- A.** Current PORs in their first or second year who do not receive a Lead Teacher, School/System Initiative Leader and/or Assistant Lead Teacher position will receive some financial remuneration. The amount will be determined, subject to budget considerations.

Q: Is the School/System Initiative Leader a 3 year term?

A: Not necessarily. The position term can be between one and three years, depending on the needs and decisions of each individual school, and the initiative identified. Any surplus protection for a School/System Initiative Leader is only an entitlement for the term identified in the original posting.

Q: How will the hiring practice work?

A: The interview and hiring process is being examined by a committee of principals and Human Resource personnel, in consultation with OSSTF. Some firm details are: candidates will be interviewed by a panel of principals, all candidates will be asked the same questions, and interviews will be scheduled and coordinated by region. The actual application process is still being developed. Details will be released as they are decided, and publicized on your school conference. The focus for all interviews will be directly tied and related to the duties of the Leaders in the schools.

Q: When will people know what their SLT structure look like? When will they see postings and be interviewed?

A: Schools will determine and submit their new School Leadership Team structure by February 13th. Job postings will come out shortly after. School Leadership Team position interviews will happen after March Break. Final dates will be publicized on your school conference as soon as they are set.