



2023-2024 Winterset Community School District TLC Plan

The purpose of this document is to articulate the current district wide Teacher Leadership and Compensation (TLC) plan.

Goals of Teacher Leadership and Compensation:

- Attract able and promising new teachers by offering competitive starting salaries and offering short-term and long-term professional development and leadership opportunities.
- Retain effective teachers by providing enhanced career opportunities.
- Promote collaboration by developing and supporting opportunities for teachers in schools and school districts statewide to learn from each other.
- Reward professional growth and effective teaching by providing pathways for career opportunities that come with increased leadership responsibilities and involve increased compensation.
- Improve student achievement by strengthening instruction.

Source: [Teacher Leadership and Compensation System](#), Iowa DOE

Winterset Community School District TLC Positions

Position Title (Description)	Number of Positions	Full Time/Stipend	Amount of Compensation
Building Instructional Coach	4	Full Time 10 Extra Contract Days	\$5,000
District Instructional Coach	2 (1 ELA, 1 Math)	Full Time 10 Extra Contract Days	\$5,000
Instructional Lead Teacher	24	Stipend 2 Extra Contract Days	\$1,000
Mentor (Building)	4 (3 current)	Stipend 3 Extra Contract Days	\$1500
MTSS Lead Teacher	15 (14 current)	Stipend 1 Extra Contract Day	\$500