

*distributive
dedicated
dynamic*

MSD of Lawrence Township
EXCELLENCE



The LT distributive leadership framework, named D3 (distributive, dedicated, dynamic), was developed to access and utilize the skill set of classroom teachers in ways that positively impact more students and the school as a whole. This district-based program aims to provide increased leadership opportunities to teachers without removing them from the classroom. All Leads receive extensive professional development in order to continue to improve their practices and coaching skills.

Program roles include: *Classroom Team Leads, Advisor Leaders, eCoaches, Mentor Teachers, PLC Leaders, Special Education Team Leads, and Regional Specialists.* Compensation is provided for all roles, commensurate with the level of responsibility.

Classroom Team Lead: Leading a team of teachers in developing their ability to effectively deliver instruction and increase student outcomes, this highly effective teacher provides support to his or her team of teachers by providing 1-on-1 observations and coaching.

Advisor Lead: Leading other professionals in the area of school counseling and the delivery of Tier I curriculum, Advisor Leads have an interest in expanding their capacity to include the foundational skills of licensed school counselors and social workers. Advisor Leads complete a micro-credentialing program through Butler University and IUPUI. These Leads will also support students in need of additional resources.

eCoach: Leading and supporting effective integration of technology with instructional practice both in their own classroom and across the school, eCoaches work with building administration and teachers to successfully execute both district and building level instructional technology plans. This is achieved through training, assessment reporting, and professional development.

Mentors: Identified Mentor teachers serve as a holistic support system for new classroom teachers. Mentors work collaboratively with fledgling teachers to identify strengths and weaknesses and are committed to collaboration, encouragement, and support.

Exceptional Learner (SPED) Team Lead: Supporting a team of special education teachers by providing observations, coaching, and the facilitation of quality collaborative time, the SPED team lead serves as a conduit for distribution of information between the Office of Exceptional learners and the schools, providing teacher management to support building leadership as well as compliance monitoring for building level SPED employees.

Regional Team Lead: Responsible for leading and building the capacity of a cohort of teachers in aligned content areas across multiple schools, the Regional Team Specialist role complements the school leader or Team Lead's role by driving collaborative meetings with clear objectives, solutions-oriented problem solving, and actionable next steps for teachers best supported in standards implementation through collaboration.



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