

**FRIDLEY SCHOOL DISTRICT**  
**ALTERNATIVE COMPENSATION PLAN**

**INSTRUCTIONAL LEADER**

**JOB DESCRIPTION**

- Assist in developing staff development activities with district administrative team
- Collaborate with site leadership teams to analyze school and teacher student achievement data and use results for staff development and instructional applications
- Assist in planning and facilitating groups (vertical, horizontal, interdisciplinary teams, and grade-level teams)
- Elementary – work with administrator to plan staff development activities
- Secondary – work with IB leadership team to facilitate weekly vertical and horizontal articulation meetings
- Collaboratively teach with colleagues
- Demonstrate model lessons
- Collaborate with colleagues to construct benchmark units, courses, and lessons, including assessments and activities
- Develop and help implement strategies and curriculum
- Develop portfolios of sample lessons, lesson plans, teacher analysis, etc.
- Become trained in best practices appropriate for areas as appropriate for area(s) of teaching, in the areas of Understanding by Design, Data-driven instruction (NWEA, MCA's, BST's), and International Baccalaureate
- Assist in training staff in three theme areas (data-driven instruction, IBO, and UbD) during the summer
- Serve on the building Additional Compensation Team
- Share the responsibility of serving on the district additional compensation team with other instructional leaders
- Work 2 days prior to the start of the school year with additional compensation for those days
- Share instructional leadership roles at their schools with the principals
- Evaluate teacher performance using the Charlotte Danielson rubric for additional compensation plan