

**Q. How much money did the state provide from this grant?**

**A. Approximately 5 million dollars will be provided next year and for subsequent years.**

**Q. Can any teacher apply for a position?**

**A. According to the legislation, a teacher must have completed at least one year in the CRCSD and three years as a teacher to apply for any positions. Some positions require more experience than this. Please check each job description for details.**

**Q. What if I already hold one of these teacher leadership positions?**

**A. Each position must be applied for initially, according to the TLC legislation. If the applicant successfully completes the annual review process, re-applying is not necessary.**

**Q. If I get a position this year and then choose to go back to the classroom next year, do I get to go back to my original classroom placement?**

**A. Not necessarily. According to the contract agreement, you would go into the surplus pool and be placed according to seniority into open positions.**

**Q. Would I lose my seniority in my current job assignment (such as Title One or ELL) if I am offered one of the Leadership positions?**

**A. No because seniority is based on years with the District. In order to go back to a similar job assignment though, an opening would need to be available.**

**Q. Can I apply for and/or hold more than one of the Leadership position?**

**A. You may apply for any positions that you are interested in. Some of the Leadership positions are full time but others are extra duty. There could be opportunities for some individuals to have more than one assignment, especially within the Level 3 positions.**

**Q. What is the sustainability of this funding and being able to maintain the leadership positions?**

**A. It is our understanding that the funding will be phased in over a three year period, for which we feel confident about the sustainability. We also believe a highly organized TLC program will help us sustain the successful aspects of the entire TL effort.**

**Q. How will the teachers in these positions be evaluated?**

**A rigorous evaluation process was mandated when the plan was written. In addition to, or in place of some of the components of the current teacher evaluation process used in the District, a "Continuum of Development" will be used as part of the evaluation process for Level 1 and Level 2 positions.**

**Q. Do the positions need to be re-applied for every year?**

Initially, all positions must be applied for. Though all TL positions will require annual reapplication, TLs will be able to maintain their positions (if desired) through the successful completion of the annual review process. Successful completion of the review process includes showing growth on the Continuum of Development along with positive feedback from the position supervisor and the teachers who are served by the TL.