

HIRING OF TEACHERS FOR LEAD/SUPPORT TEACHER POSITIONS

The Lafayette Parish School system authorizes the Superintendent to establish procedures that enable teachers to apply for teaching positions of “Lead/Support Teacher” within the system. Procedures are designed to select the most qualified educators indicating a desire to work with teachers and provide job-embedded professional development to teachers in the classroom.

A. CRITERIA FOR LEAD/SUPPORT TEACHERS

1. Lead/Support Teachers must be certified and highly qualified in the academic area in which they are working. They must also have five years of teaching experience in the area in which this position shall provide service.
2. The teacher must submit to the Human Resources Department a completed application and three (3) references in order to participate in the Lead/Support Teacher hiring process.
3. Teachers applying for positions as Lead/Support Teacher must qualify for the general hiring or transfer policies of the Lafayette Parish School System.
4. All Lead/Support Teacher positions will be through the application and interview process with the Human Resources Department.
5. Teacher applicants must be willing to participate in specialized professional development for the area in which they are working.
6. The teacher must follow the district’s criteria and expectations for planning, management, and instruction in working with fellow teachers under the direct supervision of Instructional Supervisors for Academic Areas.
7. At the end of a three year period, the Lead Teacher must return to the classroom. The Lead Teacher may return to their previous position or be placed on the displaced teacher list. A teacher who has served as a lead teacher is eligible to reapply after two years of additional classroom experience. However, after the second term as a lead teacher their previous school-based teaching position is no longer guaranteed.

B. SELECTION PROCEDURE

The applications shall be reviewed by the selection committee and interviews will be held. Teachers applying should be prepared to discuss areas of expertise in working with other teachers and in the development and presentation of professional development opportunities. The committee will recommend Lead/Support Teacher candidates and their assignments to the Human Resources Department for submission of board approval as per the hiring policies of Lafayette Parish School System.

Adopted: 12/1/10