JOB DESCRIPTION

TITLE: Talent Pipeline Lead

QUALIFICATIONS: Must hold a valid Louisiana Teacher's Certificate with a Master's Degree. Five years of experience as Certified Teacher required. Administrative and/or supervisory experience preferred, but not required.

EVALUATOR: Assigned Supervisor/Superintendent

SUPERVISES: None

JOB GOAL: To improve academic support and strengthen the district's talent pipeline.

PERFORMANCE RESPONSIBILITIES:

1. Work closely with Personnel Director and Teacher Incentive Fund (TIF) committee to develop, implement, and evaluate a program to recruit, train, and retain effective personnel.
2. Create and implement long-term program goals and objectives.
3. Coordinate, manage, and oversee program implementation; identify and lead adjustments to programming when necessary.
4. Strengthen the district's talent pipeline through expanded and strengthened partnerships with preparation providers.
5. Improve academic support through improvements to the Compass support and evaluation system's goal-setting tools and processes.
6. Plan, support and direct a program to grow teachers' skills and retain effective teachers.
7. Plan, support, and direct a program to ensure all instructional leaders are trained to support teachers' growth through the use of meaningful observation and feedback systems and tools.
8. Expand and strengthen Believe and Prepare programs by developing and growing yearlong residencies, and by identifying and training strong mentor teachers.
9. Coordinate with school leaders, mentor teachers, and partner staff on scheduling, resident placement, and other program needs.
10. Contribute to the development of tools and required reports on an ongoing basis.
11. Develop an annual budget and operating plan to support the program. Manage grant application and other possible funding sources.
12. Attend applicable meetings and submit reports/budgets as required.
13. Performs all other duties assigned by Superintendent.

Received and agreed to:_____DATE:_____
<div align="center">Employee's signature</div>

RECEIVED BY:_____DATE:_____
<div align="center">Signature and Title</div>