



PERPICH

Regional Arts Teacher-Leader Network Description & Logistics

OVERVIEW

General Overview

- The Regional Arts Teacher-Leaders Network (RAT-Ls) develops leadership capacity among a select group of statewide arts educators in order to facilitate teacher-to-teacher learning and enhance Perpich Center's ability to respond to the needs of arts educators in each region of the state.
- Perpich Center's Professional Development and Resource Programs (PDR) work to build teacher and administrator capacity statewide so they can provide innovative, inclusive, standards-based, measurable, and student-centered learning in and through the arts.
- Regional Arts Teacher-Leaders develop and implement an Annual Leadership Plan of their own design. These plans may involve collaborations or individual work. Annual Leadership Plans are designed with the intent of serving the needs of arts educators in each RAT-L's home region.
- Members of the Regional Arts Teacher-Leaders Network receive a payment of **\$1,000.00 each year for their services and commitment.

What Regional Arts Teacher-Leaders Gain from Participation

- Develop the ability to advance and make contributions to the field
- Grow their network of arts education leaders
- Further their teaching practices
- Have access to feedback and support from Perpich Center's team of Education Specialists
- Leadership opportunities
- Deepen content knowledge and expertise
- Establish dedicated time to center professional development around the arts with other educators in their discipline

Maintaining Membership in the Network

- Participation in ongoing Regional Arts Teacher-Leaders Network meetings is essential. Membership in the Network may be impacted by a lack of attendance.
- If a Regional Arts Teacher-Leader is unable to attend regular meetings, they are still welcome to re-apply in the upcoming year and may address their anticipated attendance.
- Accommodations may be made in the case of special circumstance. Absences should be communicated to the Regional Centers Director.
- Regional Arts Teacher-Leaders will be required to track and report data on participants involved in their work and Leadership Plan. Assistance will be provided by Perpich Center.

Considerations for Regional Arts Teacher-Leader Work

- All work should fall into the following categories:
 - Building teacher and administrator capacity
 - support one or more of the four PDR teaching practices; standards-based, student-centered, innovative, or inclusive practices in and through the arts.
- Annual Leadership plans will be reviewed by a Perpich Center representative. Revision may be requested in order to maintain unified messaging and content when necessary.
- Regional Arts Teacher-Leaders may not be paid from another organization for work that is part of their Annual Leadership Plan.
- Regional Arts Teacher-Leader's Annual Leadership Plan may not include work that falls into the scope of their current employment with another institution.

Potential Types of Work

Annual Leadership Plans are intended to generate personalized work tailored to the needs of educators in your region while leveraging your strengths and interests. The following examples are ideas on how to be successful at this:

- Leading professional development or a workshop aligned with Perpich Center goals
 - Topics may include things such as examining the new standards or any topic of preference that meets the aforementioned criteria.
- Supporting individual teachers primarily in their region delivering arts education.
 - For example, providing instructional coaching for an arts teacher looking to enhance their student-centered teaching practices.
- Creating and sharing resources to support the field
 - For example, developing an exemplary unit to assist teachers in their equity, diversity, and inclusion work in the classroom.
 - Submitting work for broader distribution on the Perpich Center website.
- Hosting an observation
 - Demonstration School Teachers may build upon their Demonstration School event in their Annual Leadership Plan.
 - Regional Arts Teacher-Leaders not yet serving as a Demonstration School Teacher may still host an informal observation for individual teachers as part of their work plan but it should be distinguishable from Perpich Center Demonstration Schools. This is in order to avoid any confusion between the two programs.
- Planning time to development of content may be included in the work plan.

Emergent Work

- The expertise and experience of each Regional Arts Teacher-Leader is of great value to the Network. Occasionally, a PDR representative may direct questions from a teacher or another organization to a Teacher-Leader with relevant expertise. This may be included as a part of the work plan.

Annual Leadership Plan Submission Guidelines

- Annual Leadership Plans will be submitted using the appropriate template and should be submitted with an invoice.
- If a group of Regional Arts Teacher-Leaders will be collaborating, each individual must still submit their own Annual Leadership Plan.
- The Plan should include the following items:
 - Name, Arts Area, and Region (for all RAT-Ls involved)
 - The primary goal of your leadership plan in one sentence.
 - The intended audience; Who is this for? Who is it not for?
 - Rationale
 - What need does your leadership work address?
 - How have these needs been identified?
 - Why is this work important at this time?
 - Description
 - Describe your anticipated work from beginning to end including ideal outcomes.
 - What opportunities do you currently see?
 - What challenges do you anticipate and how might you address those?
 - If relevant, names of external organizations you intend to collaborate with.
 - Perpich Center Alignment - How will your leadership work to;
 - build teacher and/or administrator capacity in and through the arts?
 - support one or more of the four PDR teaching practices; standards-based, student-centered, innovative, or inclusive practices in and through the arts?
 - Anticipated Costs (if any)
 - Timeline/Calendar - including key dates, events, session proposal due dates, etc.
 - How will you know if your work has been successful? What data will best demonstrate this?
- Upon submission, Annual Leadership Plans will be reviewed by the Regional Centers Director and at least one Perpich Center Education Specialist based upon arts discipline relevance.
- Revision and clarification may be requested. Regional Arts Teacher-Leaders will be notified upon approval of the Annual Leadership Plan.

Annual Report

- After completing the planned leadership work, Regional Arts Teacher-Leaders will submit an Annual Report reflecting on their work and their growth as a Teacher-Leader.
- Reports will include at least the following items:
 - Reflection on the effectiveness of the Regional Arts Teacher-Leader's Annual Leadership Plan.
 - Participant data collection including at least; participant name, email, role, and district. The data collection process will be supported by PDR.

Compensation & Sub/Mileage Reimbursement

- Regional Arts Teacher-Leader contracts will be **sent by email** and must be signed on/after July 1st, 2020.*
- The payment of \$1,000.00 is based upon the approximation of 25 hours of work at a rate of \$40.00/hr.
- This payment is broken up into two payments so that some funds are available as needed at the beginning of the year.
 - Initial payment (\$500.00) for the submission and approval of an Annual Leadership Plan and first invoice received on or after August 3rd 2020.*
 - Final payment (\$500.00) for the submission and approval of an Annual Report including requested data, narrative, and an evaluative component examining the effectiveness and impact of the Regional Arts Teacher-Leader program. The Annual Report should be submitted as early as possible for initial review and must be submitted along with the second invoice no later than June 19th, 2021.*
- Mileage reimbursements **for meetings only** (not for leadership work) may be included on invoices.
- Perpich Center does not reimburse Regional Arts Teacher-Leaders for expenses accrued over the course of implementing their Annual Leadership Plans.
- These expenses may be anticipated in the Annual Leadership Plans and taken into account when considering the approximate workload. *(For example, if mileage over the course of the Annual Leadership Plan would add up to \$160 dollars and 4 hours of travel time, then an approximation of 17 hours of work would be appropriate.)*
- When a sub is required for a Regional Arts Teacher-Leader to attend one of the RAT-L Network meetings (regionally or at Perpich Center) then school districts may submit an invoice to the Perpich Center for reimbursement of the cost incurred. Verification of payment to the sub (ex. paystub, etc.) is also required. Details about this process will be provided.
- Questions regarding contracts, payment, state vendor system, invoicing, and mileage/sub reimbursement may be sent to Lorene McGrane, Administrative Specialist, at lorene.mcgrane@pcae.k12.mn.us.

Summary of Deadlines

- Regional Art Teacher-Leader contracts must be signed and received by Perpich Center prior to August 1st, 2020.*
- Annual Leadership Plans and the first invoice must be submitted on or after August 3rd, 2020.*
- Annual Reports, including data collection and the second invoice, must be submitted no later than June 18th, 2021.*

This plan is contingent upon legislative appropriation and budget for the new biennium.

*subject to change

**Contingent upon the availability of funding.