



## MARIETTA CITY SCHOOLS

### *Enhanced Role Program*

**Submission Deadline:** Sept. 2016 SGT Meeting **Implementation Window:** 1 and 2 Year Terms

#### **Purpose:**

The purpose of the Marietta City Schools (MCS) Enhanced Role Program is to provide additional certified educator support for the implementation of school improvement initiatives while also providing MCS educators with a career ladder opportunity. School Governance Teams (SGTs) may identify up to four certified educators (based upon student enrollment) to serve in an enhanced role that is tied to an identified need based upon data and/or the school's choice academy focus.

#### **Funding:**

The district receives charter funding from the state to implement initiatives related to innovation, charter flexibility, and local school governance for the purposes of improving student achievement. SGTs will be provided \$4000 per enhanced role annually to fund the MCS Enhanced Role Program. The number of enhanced roles allotted is determined by school size (see below). Certified enhanced role recipients will earn the \$4,000 supplement for providing at least 100 hours of additional work effort over the course of one school year. Enhanced roles are limited to two-year terms.

#### **Enhanced Role Process:**

Principals should work with their school improvement teams and SGTs to identify appropriate initiatives/strategies aimed to foster student achievement. Once an area is identified where additional support is required through an enhanced role, the principal must then complete the **Enhanced Role SGT Proposal Form**. This form should be presented to the SGT during an established meeting where a clear rationale for the role is provided and a formal SGT vote is subsequently conducted.

Upon SGT approval, the Enhanced Role SGT Proposal Form must be sent to Cheryl Hood ([chood@marietta-city.k12.ga.us](mailto:chood@marietta-city.k12.ga.us)). The final request will be reviewed by the Superintendent. If approved, both the SGT Chair and principal will be notified.

#### **Enhanced Role Titles:**

Only the following terms may be used within titles for enhanced roles:

- \_\_\_\_\_ Facilitator
- \_\_\_\_\_ Coordinator
- Enhanced PLC Chair for \_\_\_\_\_

#### **Enhanced Role Allotments**

<b>Student Enrollment</b>	<b># of Enhanced Roles</b>
<500	2 Roles
500-1000	3 Roles
1000+	4 Roles

#### **Accountability/Evaluation:**

Enhanced Role recipients are required to follow and complete the Enhanced Role Performance Management process as an addendum to their regular annual evaluation. Principals are responsible for monitoring employees with an enhanced role to ensure the intended outcomes are achieved. Enhanced role recipients are also responsible for providing a **mid-year and an end-of-year update** to their school's SGT to discuss progress and outcomes. These updates must be documented in the SGT minutes along with supporting evidence.