LEAD Group	Job Title	Job Subcat Name (Code)	Bargain. Unit	Sample Position Titles	Participate in prior LEAD End of Year?	Current Year's End of Year Evaluation Type
Principal	Principal	Principal (105)	ADMIN	Principal, ECE-8 Principal, Elementary Principal, High School Principal, High School Engagement Center Principal, High School Succession Plan Principal, Middle School	Yes	Full LEAD
Principal	Principal	Principal (105)	ADMIN	Principal, ECE-8 Principal, Elementary Principal, High School Principal, High School Engagement Center Principal, High School Succession Plan Principal, Middle School	No	Full Prof. Practice (no overall rating)
Principal	Director - Instructional	Instructional Mgr., Director, Asst. Dir of Spec Ed, Supervisor (104)	ADMIN	Lead Partner	Yes	Full LEAD
Principal	Director - Instructional	Instructional Mgr., Director, Asst. Dir of Spec Ed, Supervisor (104)	ADMIN	Lead Partner	No	Full Prof. Practice (no overall rating)
Principal	Principal, Interim[1]	Principal (105)	ADMIN	Principal, Elementary Interim	Yes	Full LEAD
Principal	Principal, Interim[1]	Principal (105)	ADMIN	Principal, Elementary Interim	No	Full Prof. Practice
Principal	Year 0 New School Principal[2]	Principal (105)	ADMIN	Principal, Elementary Year Zero	Yes	Full LEAD
Principal	Year 0 New School Principal[2]	Principal (105)	ADMIN	Principal, Elementary Year Zero	No	Full Prof. Practice (no overall rating)
Principal	Year 0 Turnaround Principal[3]	Principal (105)	ADMIN	Principal, Elementary Year Zero	Yes	Full LEAD
Principal	Year 0 Turnaround Principal[3]	Principal (105)	ADMIN	Principal, Elementary Year Zero	No	Full Prof. Practice (no overall rating)
Principal	Lead Teacher (Acting Principal)	Teacher, Regular (201)	DCTA	Lead Teacher (Acting Principal)	Yes	Full LEAD
Principal	Lead Teacher (Acting Principal)	Teacher, Regular (201)	DCTA	Lead Teacher (Acting Principal)	No	Full Prof. Practice (no overall rating)
Principal	POSA	Principal (105)	ADMIN	Principal on Special Assignment, Principal ESEA Title Programs	Yes	IS/ED/Supervisor discretion for EPMP, or LEAD.
Principal	POSA	Principal (105)	ADMIN	Principal on Special Assignment, Principal ESEA Title Programs	No	IS/ED/Supervisor discretion for EPMP, or Prof. Practice (no overall rating).
Principal	Principal, Hrly	Principal (105)	NONE	Principal, Hrly	Yes and No	IS/ED/Supervisor discretion
AP	Assistant Principal, Principal Resident	Assistant/ Deputy/ Associate Principal (106)	ADMIN	Principal Resident, ECE-8 Principal Resident, Elementary Principal Resident, High School Assistant Principal, ECE-8 Assistant Principal, Elementary Assistant Principal, High School Assistant Principal, Middle School	Yes	Full LEAD

LEAD Group	Job Title	Job Subcat Name (Code)	Bargain. Unit	Sample Position Titles	Participate in prior LEAD End of Year?	Current Year's End of Year Evaluation Type
AP	Assistant Principal, Principal Resident	Assistant/ Deputy/ Associate Principal (106)	ADMIN	Principal Resident, ECE-8 Principal Resident, Elementary Principal Resident, High School Assistant Principal, ECE-8 Assistant Principal, Elementary Assistant Principal, High School Assistant Principal, Middle School	No	Full Prof. Practice (no overall rating)
AP	Principal, Asst. Hrly	Assistant/ Deputy/ Associate Principal (106)	ADMIN	Principal, Asst Hourly	Yes and No	IS/ED/Supervisor discretion
Leader of Others	Tchr Admin Asst. (in classroom less than 50%)	Administrative/ Executive Assistant (322)	DCTA	Administrative Assistant Tchr Admin Asst, Elem Sch Tchr Admin Asst, Midd Sch Tchr Admin Asst, High Sch Tchr Admin Asst, High School Teacher Admin Asst, High Sch	Yes	Full LEAD
Leader of Others	Tchr Admin Asst. (in classroom less than 50%)	Administrative/ Executive Assistant (322)	DCTA	Administrative Assistant Tchr Admin Asst, Elem Sch Tchr Admin Asst, Midd Sch Tchr Admin Asst, High Sch Tchr Admin Asst, High School Teacher Admin Asst, High Sch	No	Full Prof. Practice (no overall rating)
Leader of Others	Admin Intern	Instructional Intern (219)	NONE	Admin Intern	Yes	Full LEAD
Leader of Others	Admin Intern	Instructional Intern (219)	NONE	Admin Intern	No	Full Prof. Practice (no overall rating)
Leader of Others	Dean of School	Prof Inst-Inst Supp (213) Assistant/ Deputy/ Associate Principal (106)	NONE Admin	Dean of Culture Dean of Instruction Dean of Operations Dean of Student Services Dean of Students	Yes	Full LEAD
Leader of Others	Dean of School	Prof Inst-Inst Supp (213) Assistant/ Deputy/ Associate Principal (106)	NONE Admin	Dean of Culture Dean of Instruction Dean of Operations Dean of Student Services Dean of Students	No	Full Prof. Practice (no overall rating)
Leader of Others	Academic Program Coord, Educational Coordinator (if evaluated by LEAD)	Non Inst Program Consultant (335) or Inst Program Consultant (215)	NONE	Culture and Equity Coach Academic Program Coordinator Educational Coordinator	Yes	Full LEAD
Leader of Others	Academic Program Coord, Educational Coordinator (if evaluated by LEAD)	Non Inst Program Consultant (335) or Inst Program Consultant (215)	NONE	Culture and Equity Coach Academic Program Coordinator Educational Coordinator	No	Full Prof. Practice (no overall rating)

LEAD Group	Job Title	Job Subcat Name (Code)	Bargain. Unit	Sample Position Titles	Participate in prior LEAD End of Year?	Current Year's End of Year Evaluation Type
Sr/Team Leads	Team Lead Senior Team Lead	(201, 202) Team Lead Senior Team Lead	DCTA	Teacher, Elementary - Team Lead Teacher, Elementary - Senior Team Lead Teacher, Intervention - Team Lead Teacher, Intervention - Senior Team Lead Teacher Secondary (Middle) - Team Lead Teacher Secondary (Middle) - Senior Team Lead Teacher, Secondary (High) - Team Lead Teacher, Secondary (High) - Senior Team Lead CTE Ii, Sports Medicine / Human Perf. - Team Lead CTE Ii, Public Safety - Senior Team Lead Tchr, Itinerant Spd Vision - Team Lead Teacher, Spd Sec Mod Nds - Team Lead Teacher, Spd Sec Mod Nds - Senior Team Lead Teacher, Spd Elem Mod Nds - Team Lead Teacher, Spd Elem Mod Nds - Senior Team Lead Tchr,Sped Cntr Prg - Senior Team Lead	2016/17: N/A 2017/18: Yes and No	LEAP End of Year Ratings 2016/17: LEAD End of Year Conversation (no ratings) 2017/18: LEAD End of Year Ratings

Resources

Questions on the School Leadership Framework or LEAD Growth and Performance
• School Leader Growth and Performance System (employees only): http://thecommons.dpsk12.org/Page/482
• Contact Lead in Denver, leadindenver@dpsk12.org or x33378

Questions on ProComp Incentives or Salary Adjustments
• School Leader Incentives: http://denverprincipalprocomp.dpsk12.org/
• For eligibility by School Leader role: http://denverprincipalprocomp.dpsk12.org/eligibility/
• For compensation related questions, compensation@dpsk12.org
• For ProComp Questions, ProComp@dpsk12.org

[1]Principal, Interim: Day to day management of the school; and observing, coaching, and evaluating teachers on LEAP

[2]Principal, Year Zero: Leading community engagement regarding vision of school ; developing and writing new school design; and budgeting and hiring for following school year

[3]Principal, Year Zero Turnaround: Leading community engagement regarding vision of new school; developing and writing new school design; for following school year: leading budgeting, hiring all staff, determining teacher leader positions and structure; observation of all teachers in advance of following school year hiring (but likely not coaching); leading staff engagement regarding school vision; and working collaboratively with interim school leader to identify key priorities for current school year through UIP and other key processes (e.g. culture/discipline, literacy, etc.)