

Treynor Community Schools TLC Goals

TLC Goal #1: *Attract and retain new teachers who will be afforded additional support beyond our current system.*

The district originally used the TLC funding to supplement the 2017-2018 new-teacher wages in order to meet the TLC base salary requirement for new teachers of \$34,000. Currently the new teacher base salary is \$50,000, including TSS funds. The TLC teacher mentors are given additional time to work with new teachers to keep the current low rate of attrition stable and to help identify factors which could strengthen the current mentor-mentee system.

TLC Goal #2: *Provide and reward career opportunities for veteran teachers who have specific job-embedded expertise unique to strong practitioners.*

Through the TLC, Treynor initially added 18 leadership positions to the staff and currently has 33 positions for the 2025-2026 school year. The teacher leaders have been compensated both financially and professionally with the opportunities afforded them through the TLC system, helping to retain strong teachers in the system and giving them opportunities to impact student achievement.

TLC Goal #3: *Enhance a culture based on teacher collaboration for the benefit of student learning.*

Teacher leaders and staff collaborate regularly in PLC teams (Professional Learning Communities) and classrooms to discuss current academic expectations, explore research-based strategies, and plan implementation of instructional practices that support district goals.

TLC Goal #4: *Focus on improving student achievement through improved targeted instruction.*

All staff members have been involved in quality professional development provided at their building and/or district level. That will continue with a focus on curriculum and the implementation of district goals. Administrators will work with the Instructional Leadership Team to provide a year-long action plan to achieve the goal of increased teaching practices which will positively affect student success.