The Nelson County Schools will implement a professional learning program referred to herein as the Nelson County Schools Leadership Lab. The goals of the Leadership Lab are:

* Recruit high-quality certified staff
* Improve teacher retention
* Reduce emergency certifications
* Build teacher leadership capacity
* Build instructional leadership capacity
* Improve and stabilize student achievement
* Build momentum for positive district and school culture shifts

The superintendent, in collaboration with district instructional leadership, will identify one or more target schools for Leadership Lab implementation. Certified teachers wishing to work in the NCSLL will apply to participate. Applicants will participate in a dispositional screening process conducted by district staff. District staff will recommend successfully screened candidates to the targeted school principal and site based council to fill existing vacancies in accordance with school site based policy.

Upon the school’s recommendation to hire, the successful candidate shall commit to the following:

* Pursue an advanced degree, rank, or certification for instructional leadership (principal, instructional coach, instructional supervision, superintendent) at a Kentucky public or private university. The candidate may continue a program already underway or must matriculate upon acceptance.
* Maintain a minimum 3.75 GPA throughout the coursework.
* Fill a leadership role in the targeted school (PLC facilitator, committee chair, and etc.)
* Remain a teacher at the school for a minimum of three years, regardless of the time required to finish the advanced program. Penalties for early departure from program on teacher choice described below.
* Participate in regularly scheduled professional learning opportunities provided at the school and district level designed to support the Leadership Lab participants.
* Work collaboratively with the district and school leadership team and staff to support the vision and mission of the school.

Upon the school’s recommendation to hire, the Nelson County Schools shall commit to the following:

* Tuition reimbursement upon notification of successful completion of one graduate level course per academic term of participation. District tuition reimbursement up to three school years.
* Facilitate assignment of teacher leadership role in targeted school.
* Provide group and individual professional learning opportunities regularly throughout the candidate’s participation in the Leadership Lab.
* Provide screening interviews for leadership vacancies within Nelson County Schools and/or district as completion of the Leadership Lab time commitment nears.

Early departure of a teacher from the Leadership Lab may occur, but does not necessarily mean departure from the occupied teacher position. Possibilities for early departure from the Leadership Lab include:

* By teacher choice with penalty. The departing teacher must return district tuition investment prorated based on portion of three-year commitment left unmet.
* By superintendent decision as a result of poor performance or progress on the part of the Leadership Lab participant. Teacher participant may be subject to penalty described above.