

THE NEW YORK CITY DEPARTMENT OF EDUCATION  
DIVISION OF HUMAN RESOURCES AND TALENT  
65 COURT ST.  
BROOKLYN, NY 11201

Posted Date: July 23, 2013

Deadline: August 16, 2013

**Teacher Vacancy Circular No. 11 2013-14**  
(Subject to Funding Availability)

**POSITION: DEMONSTRATION TEACHER - DESIGNATED TIF SCHOOLS**  
(*The assignment is for one year*)

**POSITION SUMMARY:** The Demonstration Teacher position is a new teacher leadership role that is being piloted within the NYC DOE, funded through a federal Teacher Incentive Fund (TIF). This grant is aimed at expanding opportunities for teacher leadership roles within middle schools with the goal of improving school wide instructional capacity and improving student learning. The Demonstration Teacher is a school-based teacher leadership role in which the selected teacher will allow his/her classroom to serve as a laboratory classroom as a resource to support the professional growth of colleagues. Working closely with the school's Peer Instructional Coach, the Demonstration Teacher will be a resource to other teachers in demonstrating teaching strategies aligned with the citywide instructional expectations. Demonstration Teachers are educators who have demonstrated success in achieving instructional goals with students and have an interest in sharing their classroom practice with others in an effort to support the professional growth of their peers. **Demonstration Teachers will earn \$6,000 in annual compensation in addition to their current contractual salary.**

The application process involves three steps: (1) submitting a required interest form; (2) applying for the central applicant pool and; (3) selection by a principal and school based team at a school level. **The Demonstration Teacher position is open to those who are staff members at designated TIF partner schools by the start of the 2013-2014 school year.** For a list of TIF partner schools, please contact [TIF@schools.nyc.gov](mailto:TIF@schools.nyc.gov). Included below is more detailed information about this opportunity and next steps to apply.

**RESPONSIBILITIES:** Under supervision of the principal, and in partnership with the school's TIF Peer Instructional Coach, the Demonstration Teacher will open their classroom up for teacher colleagues to visit and engage in conversations about effective teaching practices.

- a) As noted above, a Demonstration Teacher will receive **\$6,000** above the applicable teacher salary rate.
- b) Demonstration Teachers will have all of the duties and responsibilities of a teacher as well as the duties and responsibilities outlined below. The Demonstration Teacher duties will take the place of any other outside-of-classroom "professional responsibilities."

In addition to their professional duties as classroom teachers, the Demonstration Teacher will have two main responsibilities:

- (1) Aligning to the Danielson *Framework*, establish and maintain his/her classroom to serve as a laboratory classroom to be a resource to their colleagues. The laboratory classroom will be utilized to support the professional growth of colleagues by using strategies including but not limited to:
  - a. Demonstrating and narrating effective teaching practices
  - b. Visually showcasing teaching strategies, tools and decisions
  - c. \_Creating a welcoming and open environment for teacher reflection and growth

- (2) Work two additional hours per month to further the growth of their colleagues' practice. Specific responsibilities may include: demonstrating lessons; exploring emerging instructional practices, tools or techniques; reflecting on and debriefing own lessons with colleagues; debriefing a visit from a colleague, etc.

Demonstration Teachers should strive to consistently utilize best practices in their classrooms and work with the Peer Instructional Coaches to advance the teaching practices of their peers.

**ELIGIBILITY:**

*Required*

- Appropriate New York City license and/or New York State certificate in middle or high school core content areas (math, science, English, social studies), special education, or ESL
- Excellent record of attendance and punctuality
- Ability to communicate effectively (written and oral)
- Licensed, tenured teacher with satisfactory service at the TIF partner school
- Classroom teacher at the TIF partner school at which the applicant is pursuing the Demonstration Teacher role
- Record of successfully impacting student achievement

*Preferred*

- Knowledge of Danielson's *Framework for Teaching*, Common Core Learning Standards, and varied assessments
- Proven ability to use data to inform instruction
- Prior experience in creating model classroom learning environments
- Prior experience and success as a teacher leader
- Ability to create and nurture a professional learning community
- Record of developing and facilitating effective professional development for adult learners

**SELECTION PROCESS:** Selection will take place in three-stages. First, interested teachers must submit an interest survey by **August 16** (see link below). Individuals who complete an interest and eligibility survey will be invited to submit a formal application for review by a central committee including NYC DOE staff and UFT representatives. The central committee will admit strong applicants into the Demonstration Teacher central pool in September. The final round of selections will take place at the school level in September. In this stage, the principal and school personnel committee will make selections from the pool established by the central committee. Selected Demonstration Teachers will assume their new duties in **October 2013**.

**SCHEDULE/WORK YEAR:** As per NYC DOE/UFT agreement on the TIF program design, **in addition to normal school hours**, Demonstration Teachers will also complete their responsibilities during the following times:

- Two (2) hours per month on Demonstration Teacher's responsibilities listed above, and receiving or delivering professional development.
- Participate in a teacher leadership conference (which will likely take place in October 2013)
- Participate in professional development activities to support development in their role as a Demonstration Teacher periodically throughout the school year. Approximately 25 – 30 hours per year may be available for each Demonstration Teacher.
- Demonstration Teachers will receive per session for all professional development outside of normal school hours beyond the 2 hours/month.

**SALARY:** Demonstration Teachers receive additional compensation of \$6,000 over and above applicable annual salary for one year contingent upon the selected candidate remaining in the position at the TIF partner school through the 2013-2014 school year. The candidate will be required to sign a document agreeing to the terms and conditions of the position as agreed upon by the NYC Department of Education (NYC DOE) and the United Federation of Teachers (UFT).

**APPLICATION PROCESS:**

- Applicants are required to submit an interest form to verify eligibility and initiate their application via the link below by August 16<sup>th</sup>.
- Citywide personnel committee screens applications in late August and September.
- School-based personnel committee interviews and selects from the eligible pool in September. Selections may be made only from staff members at the school who were admitted to the central pool.
- Candidates will be selected and will begin their responsibilities in October 2013.
- Candidates are strongly encouraged to apply as soon as possible for earliest consideration

Interest surveys WILL BE ACCEPTED ONLINE via [THIS LINK](#) THROUGH **August 16, 2013.**

**AN EQUAL OPPORTUNITY EMPLOYER**

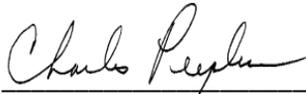
It is the policy of the Department of Education of the City of New York to provide educational and employment opportunities without regard to race, color, religion, creed, national origin, alienage and citizenship status, age, marital status, disability, prior record of arrest or conviction (except as provided by law), sexual orientation, gender (sex), and to maintain an environment free of discriminatory harassment, including sexual harassment, or retaliation as required by civil rights law.

Inquiries regarding compliance with this equal opportunity policy may be directed to:

Office of Equal Opportunity, 65 Court Street, Room 1102, Brooklyn, New York 11201, or visit the OEO website at:

<http://schools.nyc.gov/Administration/Offices/GeneralCounsel/OEO/default.htm>.

Approved:



---

Charles Peeples, Executive Director, Office of Field & Information Services  
Division of Human Resources and Talent