



July 22, 2010

Dear Colleague,

I am writing to tell you about a new professional career ladder opportunity for teachers in the 2010-11 school year in 11 specifically designated Transformation Schools (see end of letter for the list of schools). The NYC Department of Education and the United Federation of Teachers have reached an agreement to enable specifically designated Transformation Schools to hire exceptional educators for the positions of **Master Teacher** and **Turnaround Teacher**. Individuals selected for these positions will receive additional compensation over and above current salary: Master teachers will receive an additional 30% increase and Turnaround teachers will receive an additional 15% increase, over and above current salary. These positions are for three years. Below is more information about this opportunity and how to apply. Additional information and a link to the online application can be found at <http://schools.nyc.gov/offices/dhr/masterteacher>. **Note that the deadline for applications is Monday, August 9, 2010 at 5:00 p.m.**

Master Teacher

A Master teacher will teach a maximum of four periods out of a standard five teaching period day and will work an additional 100 hours per year. During those additional hours and for a minimum of two periods per day (in place of one teaching period and one professional activity period) a Master Teacher will perform responsibilities to be determined by the principal of the school (in consultation with the Master Teacher) from the following list:

- Lead staff development
- Develop curriculum
- Share best practices
- Analyze student and school data to improve instructions (e.g., Inquiry)
- Modeling lessons
- Align national core standards and curriculum
- Serve as mentor to new teachers
- Facilitate lesson study
- Training to be a Peer Observer and conducting Peer Observations (subject to agreement with the UFT)

A Master Teacher will receive a 30% increase over current salary (including all appropriate salary step, differential, and longevity payments) for the three year duration of the program, as long as he/she maintains a rating of highly effective.

Turnaround Teacher

Turnaround Teachers will carry a full course load and serve as model teachers. A turnaround teacher's classroom must be available for one period per day as a model/laboratory classroom. In addition, Turnaround Teachers will work 30 hours additional per year to learn and facilitate lesson study. Turnaround teachers receive a 15% increase over current salary (including all appropriate salary step, differential, and longevity payments) for the three year duration of the program, as long as he/she maintains a rating of highly effective.

Other Terms

The Master and Turnaround Teacher positions are for three years only (through the 2012-13 school year.) Master and Turnaround Teachers will become regularly appointed teachers in the schools for which they are selected; there is no right of return to their prior school. Master and Turnaround Teachers must make a commitment to teach in the designated school for a minimum of three years. Should the teacher leave the position prior to the end of the three years, any pension and/or unused cumulative absence reserve will be calculated without the additional pay increment.

Application and Selection Process

Interested candidates should go to <http://schools.nyc.gov/offices/dhr/masterteacher> to view a more complete posting, list of Transformation Schools, and a list of tentative positions in each school. The online application can be accessed through this site. Applicants will be required to submit a resume, respond to three essays, and submit copies of recent observation reports (if available).

Applications will be screened first by a central committee comprised of UFT and central DOE representatives to create a qualified pool using the following scoring rubric:

- 40% based on evidence of student learning
- 20% based on attendance
- 20% based on observation reports
- 10% based on unique professional skills relevant to student learning
- 10% based on contributions to the school community

The committee may interview candidates to make final determinations. Final selections from the qualified pool of applicants will be made by the principals of the schools. **To facilitate this selection process in time for school opening, applicants should be aware they may need to be available for interviews with the Committee and/or school principal at any time during the period of August 16 through 27, 2010.**



If you have any other questions about this program after viewing the information on <http://schools.nyc.gov/offices/dhr/masterteacher>, please contact HR Connect at (718) 935-4000.

Sincerely Yours,

A handwritten signature in black ink that reads "Law E Becker". The signature is written in a cursive style.

Lawrence Becker
Chief Executive Officer, Division of Human Resources

2010-11 Transformation Schools

- 02M500 - Unity Center for Urban Technologies
- 02M615 - Chelsea Career and Technical Education High School
- 05M685 - Bread & Roses Integrated Arts High School
- 14K610 - Automotive High School
- 15K429 - Brooklyn School for Global Studies
- 15K519 - Cobble Hill School of American Studies
- 20K505 - Franklin Delano Roosevelt High School
- 21K620 - William E. Grady Career and Technical Education High School
- 24Q600 - Queens Vocational and Technical High School
- 25Q460 - Flushing HS
- 30Q450 - Long Island City High School