

THE NEW YORK CITY DEPARTMENT OF EDUCATION
DIVISION OF HUMAN RESOURCES
BROOKLYN, NEW YORK 11201

Posted Date: April 24, 2015

Deadline Date: May 21, 2015

TEACHER VACANCY CIRCULAR NO. 4 - AMENDED (2015- 2016)
(SUBJECT TO BUDGET AVAILABILITY)

POSITION: MODEL TEACHER

OVERVIEW:

The new Teacher Career Pathway roles offer opportunities for effective teachers to become part of a clearly articulated career pathway for growth which encourages talented teachers to stay in the system longer. Teacher leaders can expand their reach beyond the classroom, by sharing their expertise with colleagues and developing a strong school culture through peer support, collaboration, and trust. The Model Teacher position is an opportunity for effective educators to take on a formal leadership role, influencing the instructional practice and collaborative environment of their school.

POSITION SUMMARY:

Model Teachers are highly skilled educators with a passion and drive to improve the instructional quality of their schools by extending their impact as teachers. They are exemplary educators tasked with promoting excellent teaching through purposeful sharing of practices to create a collaborative learning culture that bolsters instruction. Model Teachers will use their skills to develop the knowledge and skill base of their colleagues and promote a collaborative environment that positively affects every member of their school community. Collaboration, trust, and sharing are part of the professional values that are expected of a Model Teacher; they work effectively and efficiently with colleagues who have diverse experiences; they are self-guided and work autonomously with superior communication skills; and they feel confident in their ability to lead others.

Please visit [this link](#) to view the list of schools that are currently eligible to staff Model Teachers (this link will be updated throughout the spring).

RESPONSIBILITIES:

In addition to their duties as classroom teachers, the Model Teacher will have two (2) main responsibilities:

- **Establish and maintain a laboratory classroom to serve as a resource for colleagues to demonstrate practice aligned to the *Danielson Framework for Teaching*.** The Model Teacher will utilize the laboratory classroom to support the professional growth of colleagues using strategies including, but not limited to:
 - Developing a strategic plan for the use of a laboratory classroom; including plans for the before, during and after each inter-visitation
 - Aligning lessons to Danielson's *Framework for Teaching* and model the use of Common Core Learning Standards
 - Creating a welcoming and open environment for teacher reflection and growth
 - Continuously exploring new and innovative instructional practices

- **Support colleagues' growth by creating transparency around their own professional and pedagogical practices, including the processes for reflecting on and adjusting their own practices to improve student learning.** Supportive activities may include:
 - Reflecting on and debriefing own lessons with colleagues, both sharing knowledge and modeling a collaborative environment

- - Demonstrating and articulating effective teaching practices, including instructional strategies, assessments, tools, and decisions
 - Fostering trusting and collaborative relationships with colleagues in order to encourage intervisitation

QUALIFICATIONS:

Required

- Must be an Effective/Highly Effective, Advance-eligible, tenured classroom teacher with at least 40% of the school day spent in the classroom
- New York City license and/or New York State certificate
- Exemplary Teaching Practice, Skills, and Knowledge
 - Demonstrating proficient knowledge of content, curriculum, and standards in teaching area
 - Planning appropriate and rigorous instructional lessons for all students with a variety of needs and strengths using varied instructional methods
 - Systematically assesses student work to track student progress and inform exemplary instruction
 - Applies effective classroom management techniques to engage students and make efficient use of time
- Demonstration of model teaching practice
 - Articulation of connections between instructional choices and student outcomes
 - Setting clear, measurable goals for your professional growth related to increasing student achievement
 - Demonstrating a reflective attitude regarding your practice
 - Constructively adapting to changing and challenging environments, problem-solving, and persevering
- Informing and Influencing Teaching and Learning Initiatives
 - Aware of school-wide goals and values and integrating them into practice
 - Committing to expanding depth of professional knowledge and skill
- Desire to enhance the collaborative culture of your school by working with colleagues and school leaders
- Excellent record of attendance and punctuality

Preferred

- Prior experience making academic progress with a range of student populations and needs
 - Proven ability to use data to inform instruction
 - Able to communicate expectations connected to a path to college and career readiness
- Experience modeling best teaching practices to help colleagues improve their practice
 - Experience with instructional coaching and debrief conversations
- Extensive knowledge of Danielson's *Framework for Teaching* and Common Core Learning Standards
- Ability to foster trust with colleagues and nurture a professional learning community
- Excellent written and verbal communication skills

SCHEDULE/WORK YEAR: As per NYC DOE/UFT agreement, **in addition to normal school hours**, Model Teachers will:

- Will have all of the duties and responsibilities of a teacher, including a full teaching schedule, as well as the additional duties and responsibilities outlined above. The Model Teacher duties will take the place of all other out-of-classroom "professional responsibilities" during the contractual professional period.
- Participate in a two day teacher leadership orientation/conference during the week prior to Labor Day
- Conduct Model Teacher responsibilities (listed above) for a minimum of two (2) hours per month
- Participate in professional development activities periodically throughout the school year to support development in role as a Model Teacher.

SALARY: Model Teachers receive additional compensation of \$7,500 over and above applicable contracted annual salary for one year, contingent upon the selected candidate remaining in the position at the school through the 2015-2016 school year.

