



Model Teacher Role Overview

What is a Model Teacher?

Teacher Career Pathways teacher leader roles offer opportunities for highly skilled teachers to innovate and hone their practice through continuous learning and frequent professional learning opportunities. 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** role is an opportunity for educators to take on a formal leadership role and use their classrooms as a laboratory and resource to support the instructional practice of other teachers at their school.

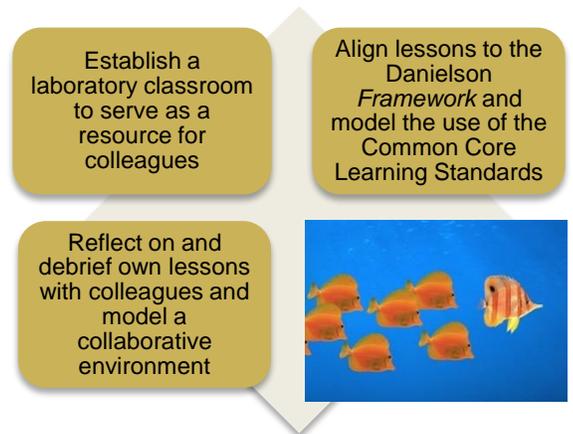
What Does an Ideal Model Teacher Look Like?

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 **highly skilled educators who promote strong teacher practice** by purposefully sharing practices that have proven to be most beneficial for students at their school.

Model teachers create a welcoming environment for teachers to reflect, grow, and continuously explore innovative instructional strategies. Model Teachers demonstrate great instructional expertise, a dedication to professional growth, and a strong understanding of their community's needs.

What do Model Teachers Commit to do?

Exemplify Excellent Teaching Practice Through Laboratory Classroom	<ul style="list-style-type: none"> • Develop a strategic plan for the use of a laboratory classroom • Align lessons to the Common Core Learning Standards and model the use of the Danielson Framework • Create a welcoming and open environment for teacher reflection and growth • Continuously explore and demonstrate emerging instructional practices, tools, or techniques
Support Pedagogical Growth	<ul style="list-style-type: none"> • Showcase professional and pedagogical practices, including the processes for reflecting and adjusting their practice • Reflect on and debrief own lessons with colleagues • Demonstrate and articulate effective teaching practices • Foster trusting and collaborative relationships with colleagues in order to encourage intervisitation
<p><i>Model Teachers teach a full classroom schedule and use their professional period to perform the responsibilities listed above. In elementary schools with a seven-period per day schedule, they are relieved for a minimum of two periods per week. In elementary schools with eight-periods, they are relieved of teaching for a minimum of one period per week. Additionally, they work two additional summer days to be scheduled during the week preceding Labor Day and two additional hours per month.</i></p>	



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What are the Benefits?

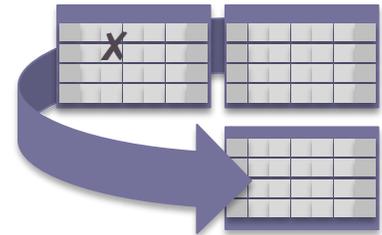
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| <ul style="list-style-type: none">• Work collaboratively with colleagues• Work with school leadership to improve curriculum and maximize use of the Danielson Framework and Common Core Learning Standards | <ul style="list-style-type: none">• Influence the instructional practice of schools• Be a part of a community of teacher leaders• Receive a \$7,500 salary addition for work related to the role |
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How do Model Teachers Balance Priorities?

A strong Model Teacher will need to employ a range of strategies for managing limited time and juggling multiple commitments.

Below is an example of how a Model Teacher could structure time:

- Ongoing commitments
 - ✓ Prep materials or develop resources for inter-visitations
 - ✓ Structure lessons or activities that target identified needs
 - ✓ Conduct one-on-one conversations about growing teacher practice and/or debrief meetings with teachers
- Every other week
 - ✓ Email easy-to-read updates to the principal
 - ✓ Schedule classroom visits and debriefs with diligence and flexibility
- Once per cycle
 - ✓ Select a particular component from the Danielson *Framework for Teaching* to focus on with colleagues
 - ✓ Develop strategic plan for the use of a laboratory classroom



What is the Selection and Application Process?

To be **eligible** to participate in the application and selection process for a Model Teacher qualification, teachers must be:

- A current, full-time NYCDOE educator
- Tenured on or before the first day of the school year
- Receive an *Advance* Overall Rating of “Highly Effective,” “Effective,” or “Satisfactory,” if applicable for the preceding school year

Interested teachers can qualify to take on a Teacher Career Pathways teacher leader role by participating in a joint NYCDOE-UFT screening process. The application is anticipated to open in between the winter and spring of 2015-16. Teachers who become qualified through this process are eligible to be hired to take on a Model Teacher role during the 2016-17 school year. Teacher leader qualifications are valid for two consecutive school years, and those who would like to continue in their role must participate in another screening and selection process to renew their qualification in the eligible pool of teacher leaders. Please visit our website at schools.nyc.gov/teacherleadership to learn more about the selection and application process.

Principals make selections of teacher leader positions only from the pool of eligible candidates selected by the Joint Selection Committee. All teachers interested in taking on the Model Teacher role are encouraged to speak to their principal and then apply.