

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

Posted Date: April 25, 2014

Deadline Date: May 22, 2014

**Teacher Vacancy Circular No. 3 (Demonstration Teacher) 2014-15**

***(Subject to Budget Availability )***

**POSITION: DEMONSTRATION TEACHER**

**POSITION SUMMARY:** 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. The Demonstration Teacher position is a teacher leadership role 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 and 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 by demonstrating teaching strategies aligned with the citywide instructional expectations.

**RESPONSIBILITIES:** Demonstration Teachers will receive \$6,000 above the applicable teacher salary rate. Demonstration Teachers will have all of the duties and responsibilities of a teacher as well as the additional duties and responsibilities outlined below. The Demonstration Teacher duties will take the place of all other out-of-classroom "professional responsibilities" during the contractual professional period.

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

- (1) Establish and maintain a laboratory classroom to serve as a resource to colleagues to demonstrate practice aligned to the *Danielson Framework for Teaching*. The Demonstration Teacher will utilize the laboratory classroom 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 practice 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
- Record of successfully impacting student achievement
- Ability to communicate effectively (written and oral)
- Licensed, tenured teacher with effective or highly effective service at the TIF partner school
- Classroom teacher at the TIF partner school at which the applicant is pursuing the Demonstration Teacher role
- Excellent record of attendance and punctuality

*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:** There is a priority deadline for teachers in current TIF schools, [listed here](#), of May 12. Teachers not in TIF schools will be reviewed on a rolling basis after May 12. First, selections will be made by a central committee made up of NYC DOE educators and school leaders as well as representatives from the UFT. Beginning in mid-May the central committee will screen applications and interview candidates according to pre-determined and agreed-upon qualifications to create the pool from which school committees can select. Candidates are strongly encouraged to apply as soon as possible for earliest consideration. In the second stage, the principal and school personnel committee will make selections from the pool established by the central committee.

**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 August 2014)
- Participate in professional development activities to support development in their role as a Demonstration Teacher periodically throughout the school year.

**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 2014-2015 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:**

- Candidates are strongly encouraged to apply as soon as possible for earliest consideration.
- Applicants are required to first complete an eligibility screen to initiate their application via <https://nycdepartmentofeducation.fluidreview.com/>
- Citywide personnel committee screens applications and interviews applicants to create an eligible pool.
- School-based personnel committee interviews and selects from the eligible pool beginning in May. Selections may be made only from staff members who were admitted to the central pool.

APPLICATIONS WILL BE ACCEPTED ONLINE at <https://nycdepartmentofeducation.fluidreview.com/>

**An Equal Opportunity Employer**

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APPROVED:   
Charles Peeples, Executive Director, Office of Field Services & Information  
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