



Dennis M. Walcott, Chancellor

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

Posted Date: July 21, 2011

Deadline: August 8, 2011

Teacher Vacancy Circular (2011-12 School Year)

(The assignment is for up to two years)

POSITIONS: TURNAROUND TEACHER - VARIOUS SCHOOLS

Position Summary: The position of Turnaround Teacher is designed to work as a highly effective teacher and a model of strong instructional practice in specifically designated Transformation and Restart schools starting in September of the 2011-12 school year. Turnaround Teachers receive additional compensation of 15% over and above applicable annual salary for up to two years contingent upon the selected candidate: a) remaining in the school through the 2012-2013 school year; and b) maintaining a rating of "highly effective" for each year starting in the 2011-12 school year. The candidate will be required to sign a document agreeing to the terms and conditions agreed upon by the NYC Department of Education (DOE) and the United Federation of Teachers (UFT).

Applications will be reviewed by a committee comprised of UFT and NYC DOE representatives to create a pool of eligible candidates. Principals will select and hire Turnaround Teachers from this pool.

REPORTS TO:

School Principal

RESPONSIBILITIES:

- a) As noted above, a Turnaround Teacher will receive a salary which is fifteen percent (15%) above the applicable teacher salary rate (including all appropriate salary step, differential, and longevity payments).
- b) Turnaround Teachers will have all of the duties and responsibilities of a teacher as well as the additional duties and responsibilities outlined here.
- c) Turnaround Teachers will also be required to work an additional thirty (30) hours per school year as follows (the "Additional Thirty (30) Hours"): Turnaround Teachers will work three (3) hours per month on a day or days when school is in session or at another time selected by the Turnaround Teacher and approved by the Transformation or Restart School's principal.
- d) During the Additional Thirty (30) Hours, the Turnaround Teacher:
 1. will plan and conduct a lesson study;
 2. may serve as a school-based mentor pursuant to CBA Article 11(IV)(B); and/or
 3. will, if it is the Turnaround Teacher's first year as a Turnaround Teacher, attend a seminar on lesson study, how to create and maintain a laboratory classroom, and the modeling of lessons
- e) Responsibility to Maintain a Laboratory Classroom
 - Turnaround Teachers will be required to schedule one period a day, of their regular teaching load, when new, struggling, or interested teachers may voluntarily choose to visit the Turnaround Teacher's

classroom while the Turnaround Teacher is teaching (a “laboratory classroom”). The Turnaround Teacher may voluntarily elect to schedule more than one laboratory classroom period per day.

- The laboratory classroom period(s) will be selected by the Turnaround Teacher and approved by the Transformation or Restart School’s principal. The laboratory classroom period may vary from day to day. Turnaround Teachers will communicate to the faculty in their Transformation or Restart School, the times and place the laboratory classroom can be viewed.
- f) The Turnaround Teacher will continue to do the work of his/her Turnaround Teacher position during his/her professional periods.
- g) In addition to the required responsibilities and hours described above, Turnaround Teachers, may, with the approval of the principal, elect to work together to develop a professional development plan for their Transformation or Restart School and they will be paid at the applicable per session rate for this time. Such work shall not be done during the regular teacher workday and shall be in addition to the Additional Thirty (30) Hours.

QUALIFICATIONS:

Minimum Requirements:

Licensed, appointed NYC Department of Education teacher in Mathematics, Science, English, Social Studies, Special Education, or English as a Second Language; or external candidate possessing New York State certification as a teacher in subject areas exempt from hiring restrictions, or eligibility to obtain New York State Certification as a teacher in the subject areas exempt from hiring restrictions as of September 1, 2011.

Preferred:

1. At least one or more years of teaching experience
2. Evidence of exemplary teaching practice
3. Evidence of student growth
4. Excellent verbal, listening, and problem-solving skills
5. Strong organizational, analytical, and communication skills
6. Ability to effectively deconstruct and explain teaching practice
7. No adverse annual performance evaluations over the past three years
8. Excellent attendance

SALARY/HOURS/WORK YEAR:

As per agreement with the United Federation of Teachers and as set forth above.

APPLICATION/DEADLINE:

Applications can be found at <http://schools.nyc.gov/offices/dhr/masterteacher> and will be accepted through Monday, August 8, 2011 at 5:00 p.m.

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 923, Brooklyn, New York 11201, or visit the OEO website at <http://schools.nyc.gov/Offices/GeneralCounsel/Investigative/OEO/default.htm>.