

Teacher Leader



Reports to: Teacher Leadership Governing Body
Classification: Certified
FLSA Status: Full-time, Non-exempt position

Job Site: Esperanza Community School
Supervisory Responsibilities: None
Governing Board Approval:

JOB SUMMARY

The Maricopa County Regional School District is seeking teacher-leaders to teach, manage, and lead in a teacher-led school environment. A teacher-led school is designed and implemented by teachers who are granted the collective autonomy to make the decisions influencing the success of the school. MCRSD teacher-leaders have autonomy over: the learning program; school-level policy; schedule; determining work hours; choosing school leaders/roles; professional development; setting classroom-level budgets; and determining school-level assessments.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- It is important to state that this type of position isn't for everyone. Expectations for student learning and professional conduct are always high in the profession, but this position presents a unique combination of both challenges and opportunities.
- The students currently attending MCRSD have multiple academic and behavioral challenges. Many of them have not previously experienced a supportive school culture and are at risk of disconnecting. Text-based learning and reward and punishment discipline programs have failed them in the past. These strategies will not be used with our students.
- There is no district-adopted curriculum and educators will be required to work as a staff to develop meaningful learning experiences that span grade levels and subject areas.
- Teacher-led development of behavior and learning programs is a substantial time commitment and at times will require individual concessions in support of team identified goals and priorities. Challenging, yes, but think of this opportunity to leverage your expertise and passion to create a thriving learning community that fosters joyful exploration and discovery!
- True teacher-led collaboration and student-centered learning take time and support. We know that and are committed to creating a schedule conducive to both planning time and embedded professional learning. Student growth is paramount and educators will work together to determine growth measures and provide support and accountability. Professional learning needs will be determined by individuals and the staff.
- Teacher-leaders may request up to \$1000 per year to be used for professional learning materials, conferences, workshops, subscriptions, etc. of their choosing. Additional support will be available from the Office of the County School Superintendent.

BENEFITS:

- At MCRSD educating is considered a noble and desirable profession. Educators are employed as year-round employees (257 days) and thus are compensated for it. All educators receive 10 paid federal holidays, 10 sick days and five weeks of vacation (25 days).
- Twenty vacation days are common for all educators (fall break, winter break, spring break and the first week of summer break). One week is at the discretion of the teacher-leader, ideally to be taken during the month of July.
- As a public school district, MCRSD offers similar insurance packages as traditional school districts. MCRSD pays into the Arizona State Retirement System.

MINIMUM EDUCATION AND/OR EXPERIENCE:

- Bachelor's Degree in Elementary or Secondary Education
- Arizona Highly Qualified status

PREFERRED EDUCATION AND/OR EXPERIENCE:

- Masters Degree in Education or related field
- National Board Certification
- English as a Second Language endorsement
- Experience working in secure care or self-contained environments

KNOWLEDGE, SKILLS, AND ABILITIES:

Knowledge of:

- Integrated lesson design
- Assessment development
- Data analysis
- Culturally responsive teaching techniques
- Trauma responsive teaching techniques

Skilled in:

- Project-Based Learning
- Relationship building
- Differentiating the learning environment
- Google Classroom

Ability to:

- Hold students accountable for learning
- Reflect on the effectiveness of instructional practices
- Collaborate with colleagues to design and deliver lessons

Core Competencies:

■ Communication ■ Relationships for Impact ■ Cultural Engagement ■ Trauma-Informed

PHYSICAL DEMANDS & WORK ENVIRONMENT: *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is frequently required to stand and talk or hear and sometimes walk and sit. The employee must use hands, arms, and fingers to input data, handle, feel or reach; the employee may occasionally push or lift up to 50 lbs. such as boxes, supplies, etc. Specific vision abilities required by this job include close vision such as to read handwritten or typed material, and the ability to adjust focus, close vision, distance vision, color vision, peripheral vision, and depth perception.

The noise level in the work environment is moderate to loud and can vary in temperature. The nature of this position is fast-paced and may occasionally be thought of as stressful. Through interaction with the public and other district employees, the employee may encounter different scents.

EDUCATION RE-IMAGINED.

Maricopa County Regional School District sets itself apart from other public schools by granting autonomy to the people with the greatest understanding of what the students need. The teachers.

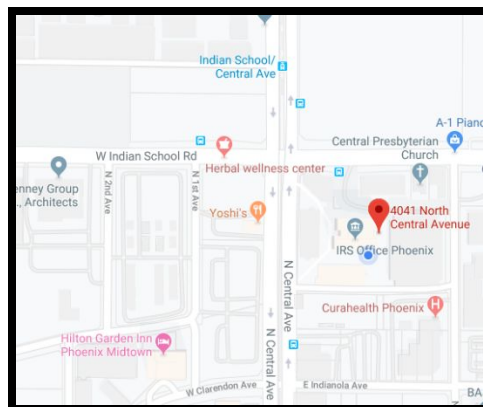
OUR APPROACH:

Building a culture of caring is our first priority. We all learn better when we feel cared for and know we are wanted in the community. We believe teacher-student relationships are everything.

We take safety very seriously. From teaching prevention to preparing for emergencies, our students are cared for and protected.

It is our great privilege to immerse our students in creative inquiry every day. We think learning new things and making discoveries are awesome and we pass that feeling to our students.

When students leave us, they will be more curious than when they arrived and more prepared for the next phase of their life. Whether that is higher education, career training, or the job of their dreams. We prepare our students for their choices are limitless.



NOTICES

The statements in this job description describe the essential function and requirements as assigned to this job and are not an exhaustive list of all responsibilities, duties, and skills that may be required. Job descriptions are subject to change. Employees must be able to pass a pre-employment drug test and extensive fingerprint and background check. Discrimination against an otherwise qualified individual with a disability or any individual by reason of race, color, religion, sex, sexual orientation, gender identity gender expression, age, or national origin is prohibited. Efforts will be made in recruitment and employment to ensure equal opportunity in employment for all qualified persons. MCRSD is committed to providing access and reasonable accommodation in its services, programs, activities, education, and employment for individuals with disabilities. To request disability accommodation in the application process, contact Michael Stewart, Assistant Superintendent of Operations, at 602-452-4700 at least 3 days in advance.