

POSITION TITLE	
Advanced Teacher	
COMPENSATION	
\$XXXX	
ROLE SUMMARY	
Advanced teachers are exemplary educators who serve as school-wide models of excellence. They possess deep expertise in their craft and support the professional growth of their school community by serving as a demonstration classroom.	
REQUIRED RESPONSIBILITIES	ADDITIONAL RESPONSIBILITIES (OPTIONAL/FLEXIBLE)
<ul style="list-style-type: none"> • Maintain regular classroom responsibilities and a standard teaching load. • Serve as a demonstration classroom for 1-2 teachers at a time during specific periods throughout the week in order to serve as a school-wide model of excellent instruction. • Develop the necessary systems and processes to schedule demonstrations for other teachers in the building. Scheduling tools and sheets may be housed in a virtually shared folder (e.g., Dropbox, Google Drive). • Share existing, high quality instructional artifacts and materials (e.g., unit plans, lesson plans, handouts, activities, worksheets, sample student learning goals, sample IEPs, external resources, formative and summative assessments). • Regularly meet with other Advanced teachers throughout the district via cohort meetings and professional development sessions in order to share resources, best practices and problem solve challenges. • This role may require time during after school hours. 	<ul style="list-style-type: none"> • Advanced teachers have the flexibility to define the blocks of time when they will serve as a demonstration classroom. • Advanced teachers can create the appropriate scheduling and organizational tools based on their needs. • The school leadership team has the flexibility to decide how coverage is created for teachers who want to observe the Advanced teacher's demonstration classroom during the school day. • Advanced teacher's lessons may be videotaped so that the video could be shared with a larger group of teachers during non-school day hours. • Advanced teachers may conduct a pre-meeting with teachers who will observe them to make the teacher aware of the lesson's objectives and plan so that they know what they will be observing and to understand the specific skills or techniques the teacher would like to observe. • Advanced teachers may conduct a post-meeting with teachers who observe their classroom within 5 days of the observation to debrief and discuss lessons learned.
EXPECTED OUTCOMES	
<ul style="list-style-type: none"> • Teachers have increased access to examples of effective instruction. • Teachers have increased opportunities to observe high performing teachers. • When surveyed, teachers within the school building say they have additional access to examples of effective instruction and additional support in developing their instructional skills in order to achieve their development goals. 	
LENGTH OF TERM FOR THE ROLE	
The term for this role is 1 year.	

MINIMUM QUALIFICATIONS

- At least 5 years of teaching experience.
- Must demonstrate a significant pattern of student growth.
- Consistently earn a mix of Effective and Highly Effective ratings across all standards and most sub-standards of the evaluation rubric.

SELECTION CRITERIA

- Evidence of high levels of student growth (including student growth data, where available).
- Strong evidence on the following skills according to the teacher performance evaluation indicators:
 - Strong subject matter knowledge
 - Well-structured lessons
 - Variety of assessment methods
 - Adjustment to practice
 - Clear expectations
 - High expectations for all students
 - Ability to meet diverse needs
- The ability to model effective teaching practice.
- A commitment to continuous improvement.

SELECTION PROCESS

Interested candidates will need to complete the following selection process:

- Submit a portfolio containing the following information:
 - Evidence of high performance according to the teacher evaluation system
 - An application containing answers to self-reflection questions
 - Examples of high quality instructional artifacts
 - Principal recommendation
 - Teacher nominations
 - Peer recommendations
- An interview with a member of the Selection Committee
- A classroom observation completed by a member of the Central Office

A Central Office Selection Committee will review these materials and make all final selection decisions.