

The Certified Team Teacher serves on a Certified Teacher Executive Designer (TED) team. A TED is an excellent teacher who leads, organizes, and develops a team of teachers and staff to serve multiple students. Each team teacher serves roles to fit their strengths, content knowledge, and professional development goals. A team teacher may take on various assigned instructional process and content roles (such as lesson planning, large-group instruction, small-group instruction, individual interventions, data analysis, grading, assisting with digital instruction, subject specialization, and administrative and non-instructional tasks). The team teacher uses the TED's instructional methods and tools; develops expertise in various areas of instruction; contributes ideas for ongoing improvement; and works collaboratively with the team and the TED to review student progress and change instruction to ensure high-progress learning for every child. The team teacher is accountable to the TED for contributions to learning outcomes of students, with specific goals and measures dependent on the role each team teacher serves. Each TED helps choose and evaluate team members and leads their development, and dismisses low performers when necessary (all in cooperation with the principal).

### **Chain of Command**

This position is supervised by the Certified Teacher Executive Designer. This position is evaluated by the School Principal.

### **Competencies of the Certified Team Teacher**

The Certified Team Teacher shall possess a strong passion and commitment for innovation. Additionally, listed below are the competencies required for this position:

- **Accountability:** Holds self and others accountable for measurable high-quality, timely, and cost effective results. Determines objectives, and sets priorities. Accepts responsibility for mistakes.
- **Communication:** Effectively communicate to audiences in diverse situations through strong written and verbal communication skills.
- **Collaboration:** Works productively and positively with others within and across departments and schools. The ability and actions needed to work with others to achieve shared goals.
- **Cultural Engagement:** Noticing, anticipating, and acting to meet people's practical and emotional needs, considering the possible effect of culture, past experiences, or personal characteristics—including race, gender, sexual orientation, religious, economic, and/or other backgrounds—in order to create positive impact on individuals and groups.
- **Flexibility:** The ability to adapt one's approach to the requirements of a situation and to change tactics.
- **Innovation-** Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting edge programs/processes.
- **Initiative & Persistence:** The drive and actions to do more than is expected or required in order to accomplish a challenging task. Deals effectively with pressure; remains optimistic and persistent, even under adversity.
- **Problem Solving:** Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.
- **Results Oriented:** Drives towards achievement of challenging goals, through a disciplined approach to work, using risk analysis, aligning strategy and mission, and regularly reviewing key measures of results.

## **Essential Duties of the Certified Team Teacher**

The Certified Team Teacher will serve at an assigned school site.

### **Responsibilities** *(may vary among teaching team members)*

#### **Planning and Preparation**

- \* With TED, set high expectations of achievement that are ambitious and measurable for all students taught by team
- \* With TED, plan backward to align all lessons, activities, and assessments
- \* Implement and suggest improvements to instruction that is enriched (developing higher-order thinking skills) and personalized (reflecting learning levels and interests of individual students)
- \* Implement and suggest improvements to assessments that accurately assess student progress

#### **Classroom Environment**

- \* Hold students accountable for high expectations of behavior and engagement that are ambitious and measurable
- \* Together with TED, create physical classroom environments conducive to collaborative and individual learning
- \* Establish a culture of respect, enthusiasm, and rapport

#### **Instruction**

- \* Hold students accountable for ambitious, measurable standards of academic achievement
- \* Identify and address individual students' social, emotional, and behavioral learning needs and barriers
- \* Identify and address individual students' development of organizational and time-management skills
- \* Invest students in their learning using a variety of influence techniques
- \* Incorporate questioning and discussion in student learning
- \* Incorporate small-group and individual instruction to personalize and tailor instruction to individual needs
- \* Monitor and analyze student assessment data to inform enriched instruction
- \* Communicate with students and keep them informed of their progress

#### **Professional Responsibilities**

- \* Solicit and eagerly receive feedback from TED and team members to improve professional skills
- \* Maintain regular communication with families, as assigned, and work collaboratively with them to design learning both at home and at school, and to encourage a home life conducive to learning success
- \* Meet with team and TED to ensure alignment of instructional vision and delivery in all classrooms and to troubleshoot students' persistent learning challenges
- \* Maintain all instructional and non-instructional administrative duties allocated by TED

**Minimum Qualifications**

Bachelor's Degree or post bachelor degree in education is required

Valid Arizona Teacher Certification and three years or less teaching experience for novice team teacher, and four years or more of teaching experience for experienced team teacher

Valid Arizona Fingerprint Clearance Card

Demonstrated effectiveness working with people who have differing cultural backgrounds and/or personal characteristics, including race, religion, gender, sexual orientation, or economic differences.

**Preferred Qualifications**

M.A.Ed. in Elementary Education, Curriculum and Instruction, and/or Education Leadership or, an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job such as those listed above

Prior evidence of high-progress student outcomes in the relevant subjects (in the top 25% compared to other teachers in a state or on national tests)

Knowledge and experience in the development of curriculum, assessments and professional development

**Calendar and Compensation**

Full-time position Certified position

Certified Teacher Calendar

Certified Teacher Salary Schedule