

Peer Assistance and Review (PAR) Consulting Teacher

FTE: 1.0

Calendar: 184 +10 additional days

Priority Screen Date: April 3, 2017

Purpose:

The job of the PAR Consulting Teacher is primarily focused on providing support to novice and struggling career status educators for the purpose of increasing educator effectiveness. The role of a Consulting Teacher serves to balance the responsibilities of a coach, mentor, and evaluator for the teachers who participate in the PAR program. The PAR Consulting Teacher is essential in helping novice teachers build their skills in their first year by providing training and learning opportunities that help provide a firm foundation to a lifelong career in education.

Position assignment: 3 years. Expectation - after the three-year term, PAR CT will return to the classroom for at least one year.

This position reports directly to the PAR program supervisor in Human Resource Services.

Essential Job Functions:

- Mentor, coach, and deliver growth-evoking feedback to all assigned novice (1st year) teachers, visiting each teacher a minimum of every two weeks.
- Develop and deliver professional growth activities designed to support participating teachers to achieve individual, school, and district goals to improve student achievement.
- Work with struggling career teachers as assigned to provide observations, feedback and coaching to address identified weaknesses.
- Work with novice teachers prior to the start of school, focusing on professional growth planning, classroom management plans, classroom setup, curriculum development and pacing maps.
- Provide continuing support with individual student review, lesson planning, classroom management strategies, model teaching, co-teaching, and feedback.
- Provide assistance for participating teachers to properly access school and district resources, trainings, and professional development opportunities.
- Perform periodic classroom observations with feedback.
- Perform mid-year and year end evaluative reviews for participating novice and struggling teachers.
- Maintain progress data on each participating teacher.
- Keep information about participating teachers confidential.
- Report progress of participating teachers to the PAR Panel.
- Collaborate and coordinate with building principals.
- Make recommendations to the PAR Panel as to whether participating teachers should be retained or recommended for non-renewal/termination.
- Competency in critical thinking, decision-making and resolving complex issues or crises in a reasonable manner.
- Skill in maintaining regular and predictable attendance for the purpose of fulfilling job requirements efficiently and effectively.
- Respond appropriately and timely to concerns of colleagues, staff, and learning community members.

- Ethical, courteous and professional conduct throughout employment activities.
- Other duties as assigned.

Minimum Qualifications:

1. Current SLCSD classroom teacher or teacher specialist
2. Five years' experience teaching in SLCSD
3. Current Utah teaching license

Preferred Qualifications:

1. Must be marked "highly effective" in the past 3 years' of evaluations.
2. Demonstrated outstanding classroom teaching ability and effectiveness.
3. Demonstrated ability to communicate and work effectively with other people from diverse backgrounds- ability, culture, ethnic, and socioeconomic backgrounds.
4. Extensive knowledge of effective classroom management strategies.
5. Extensive knowledge of effective instructional practices.
6. Strong understanding of the Utah Effective Teaching Standards.
7. Demonstrated ability to effectively implement Utah Core Standards.
8. Understanding of the principles of adult learning.
9. Experience mentoring provisional teachers.
10. Experience in integrating educational technology into instruction for the purpose of increasing student achievement.
11. Commitment to complete integrity, trust, and respect in dealings with all constituencies.
12. Ability to demonstrate good judgement and problem solving skill.
13. Excellent organizational and planning skills.
14. Ability to work effectively: independently and as part of a team.
15. Excellent writing, presentation, speaking and listening skills.
16. Demonstrated history of initiative and resourcefulness.

Salary Schedule: Certified Teacher