

JOB DESCRIPTION

PATERSON BOARD OF EDUCATION

TEACHERS

3033 Master Teacher – Early Childhood
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REVISED

JOB TITLE: MASTER TEACHER – EARLY CHILDHOOD EDUCATION

REPORTS TO: Director of Early Childhood Education or Designee

COACHES: Preschool Teachers

NATURE AND SCOPE OF JOB:

The Master Teacher – Early Childhood Education provides in-classroom support to help preschool teachers improve their classroom practice.

QUALIFICATIONS:

The Master Teacher – Early Childhood Education shall:

1. Hold a Bachelor's Degree in Education from an accredited college or university with a Master's Degree preferred.
2. Hold a New Jersey instructional certificate in accordance with the requirements of N.J.S.A. 18A:27.1 et seq., and N.J.A.C. Title 6 Chapter 11 with an Early Childhood Education endorsement, and other appropriate endorsement(s) for the position held (N.J.A.C. 6:11-6.1, 6.2 or 8.1 et seq.).
3. Have a minimum of three (3-5) years teaching in general education preschool programs.
4. Have background in providing professional development through workshops and/or mentoring.
5. Have experience with developmentally appropriate early childhood assessments.
6. Hold a valid driver's license with no serious violations.
7. Have excellent experience in teaching and working with children.
8. Have excellent integrity and demonstrate good moral character and initiative.
9. Demonstrate knowledge and understanding of early childhood education, child growth and development, effective instructional strategies, classroom management, learning assessment and diagnosis, and research related to learning and students needing to learn early childhood education.
10. Have the ability to implement developmentally appropriate curricula and structured teaching practices for the preschool teacher.

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11. Exhibit a personality that demonstrates enthusiasm and interpersonal skills to relate well with students, staff, administration, parents, and the community.
12. Demonstrate the ability to communicate effectively in English, both orally and in writing, using proper grammar and vocabulary.
13. Demonstrate the ability to use electronic equipment for word processing, data management, information retrieval, visual and audio presentations, and telecommunications.
14. Provide proof of U. S. citizenship or legal resident alien status by completing Federal Form I-9 in compliance with the Immigration Reform and Control Act of 1986.
15. Provide evidence that a criminal record history check has been conducted and clearance has been given by the Department of Education, or, during the initial six month period provide a sworn statement that the individual has not been convicted of a crime or a disorderly person's offense in accordance with 18A:6-7.1.
16. Provide evidence that health is adequate to fulfill the job functions and responsibilities with reasonable accommodation pursuant to 42 U.S.C. 12101 and in accordance with N.J.A.C. 6:3-4A.4.
17. Pass the State required Mantoux Intradermal Tuberculin Test as required by N.J.A.C. 6:3-4A.4.
18. Meet such alternatives to the above qualifications as the Superintendent may find appropriate and acceptable.

VERIFICATION OF COMPETENCY:

1. District application and resume.
2. Required documentation outlined in the qualifications above.
3. A minimum of three letters of reference from former employers, teachers, professors or other professional sources, or copies of recent evaluations and observations of teaching performance.
4. College transcripts.
5. Employment interview.

EMPLOYMENT TERMS:

The Master Teacher – Early Childhood Education shall be employed under the following terms:

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1. Work year of ten months, plus twenty days in the summer.
2. Salary or hourly wage, benefits, and leave time as specified in the Collective Bargaining Agreement.
3. Conditions established by all laws and codes of the State, and all policies, rules, and regulations established by the Board of Education (N.J.S.A. 18A:27-4 et seq.).

JOB FUNCTIONS AND RESPONSIBILITIES:

The Master Teacher - Early Childhood Education shall:

1. Make Center visitations: model, observe, coach and provide feedback to teachers.
2. Develop, facilitate and present staff development instruction.
3. Manage program operational needs. Conduct programmatic assessments in preschool classrooms.
4. Accept special assignments.
5. Maintain activity log.
6. Coordinate with direct service staff.
7. Facilitate transition of students to Kindergarten.
8. Maintain personal professional development.
9. Coordinating planning, time management, meetings deadlines.
10. Establish high standards and expectations for all students for academic performance and responsibility for behavior.
11. Display the highest ethical and professional behavior and standards when working with students, parents, school personnel, and other agencies associated with the school.
12. Assist preschool teachers to plan and implement sequential learning experiences for students using a variety of instructional strategies, consistent with the district and school's philosophy, mission statement, instructional goals, school level objectives, and the Core Curriculum Content Standards. The learning experiences shall follow and use approved curricula and instructional materials.

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13. Assist preschool teachers in planning and implement instruction to ensure that Early Childhood Education pupils exceed the State Core Curriculum Content Standards in one or more of the seven content areas:
 - Language Arts Literacy;
 - Mathematics;
 - Science;
 - Social Studies;
 - World Languages
 - Comprehensive Health and Physical Education; and
 - Visual and Performing Arts.
14. Demonstrate how to engage the learners in differentiated learning experiences for the range of skill levels and developmental needs found in the classroom, managing, when appropriate, multiple instructional activities simultaneously.
15. Assist in providing and effectively organize a variety of materials, equipment, media, and community resources to support the instructional program, using school-approved procedures.
16. Model how to monitor the pacing of instruction and budget class time efficiently by providing clear directions, outlining expectations, and effectively bringing to closure instructional experiences.
17. Teach effective presentation skills when employing direct instruction, including appropriate vocabulary and examples, clear and legible visuals, and articulate and audible speech.
18. Use excellent written and oral English skills when communicating with students, parents, and colleagues.
19. Provide instruction to teachers on how to establish a nurturing, supportive, and positive classroom climate that encourages student responsibility, develops using positive motivation, clear classroom routines, challenging instructional strategies, and effective classroom management techniques.
20. Seek assistance of the parents and the Principal when needed.
21. Establish a professional rapport with teachers that earns their respect.
22. Communicate regularly with teachers, seeking their support and advice, so as to create a cooperative relationship to support the child in the school.

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23. Teach how to assess and diagnose the learning, social, and emotional needs and styles of students, using a variety of assessment techniques and data.
24. Plan and adjust the learning experiences accordingly, requesting advice and assistance from specialists when appropriate.
25. Support Teachers in employing a variety of methods for students to demonstrate learning and accomplishments.
26. Maintain records
27. Demonstrate how to create a stimulating, attractive, organized, functional, healthy, and safe classroom, with proper attention to the visual, acoustic, and thermal environments.
28. Complete in a timely fashion all records and reports as required by law and regulation or requested by the Supervisor of Early Childhood Education, the Director of Early Childhood Education and Assistant Superintendent.. Maintain accurate records.
29. Work cooperatively with adults assigned to the classroom (e.g., paraprofessionals, student teachers, parents, and volunteers), establishing clear expectations for roles and responsibilities.
30. Serve as a role model for other teachers, dressing and grooming professionally, demonstrating the importance and relevance of learning, accepting responsibility, and demonstrating pride in the honorable profession of teaching.
31. Maintain positive, cooperative, and mutually supportive relationships with the administration, instructional staff, students, parents, and representatives of resource agencies within the community.
32. Attend required staff meetings and serve, as appropriate, on staff committees. Participate in curriculum and program development, and in the selection of materials and equipment to support instruction.
33. Notify immediately appropriate personnel of evidence of substance abuse, child abuse, child neglect, severe medical or social conditions, potential suicide or individuals appearing to be under the influence of alcohol, controlled substances, or anabolic steroids.
34. Continue to grow professionally through collaboration with colleagues and professional growth experiences.
35. Summarize, interpret, and disseminate current developments in learning, instructional strategies and classroom management through reading of professional journals, participation in professional development, and involvement in professional organizations.

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36. Complete the required 100 clock hours of State-approved continuing professional development every five years in accordance with State and district procedures, as specified in the Professional Improvement Plan (N.J.A.C. 6:11-13).
37. Recommend to the Principal the supplies and equipment needed to support instruction and assist with ordering, following established procedures.
38. Maintain in safe working condition and safely operate electronic and other equipment needed to carry out job functions and responsibilities.
39. Protect confidentiality of records and information gained as part of exercising professional duties and use discretion in sharing such information within legal confines.
40. Perform any duties that are within the scope of employment and certifications, as assigned by the Principal and assigned supervisor, and not otherwise prohibited by law or regulation.
41. Adhere to New Jersey school law, State Board of Education rules and regulations, Board of Education policies and regulations, school regulations and procedures, and contractual obligations.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all inclusive. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential responsibilities and functions of the job.

Unless reasonable accommodations can be made, while performing this job the staff member shall:

1. Use strength to lift items needed to perform the functions of the job.
2. Sit, stand and walk for required periods of time.
3. Speak and hear.
4. Use close vision, color vision, peripheral vision and depth perception along with the ability to focus vision.
5. Communicate effectively in English, using proper grammar and vocabulary. American Sign Language or Braille may also be considered as acceptable forms of communication.
6. Reach with hands and arms and use hands and fingers to handle objects and operate tools, computers, and/or controls.

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ENVIRONMENTAL DEMANDS:

The environmental demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all inclusive.

1. Exposure to a variety of childhood and adult diseases and illnesses.
2. Occasional exposure to a variety of weather conditions.
3. Exposure to heated/air conditioned and ventilated facilities.
4. Exposure to a building in which a variety of chemical substances are used for cleaning, instruction, and/or operation of equipment.
5. Function in a workplace that is usually moderately quiet but that can be noisy at times.

EVALUATION

The Director of Early Childhood Education or Designee shall evaluate the Master Teacher – Early Childhood Education in accordance with Policy Nos. 3221 or 3222, Regulation Nos. 3221 or 3222, this Job Description and such other criteria as shall be established by the Board of Education.


Approved

8/20/14
Date