



Educator Effectiveness Process (EEP) Position Description

Position Title: Campus Career Teacher (CT)
Reports To: Campus Leadership Team Member **Additional Reports:** Campus Principal
Reporting to this Position: Not Applicable **Salary Addendum:** See PBCS and HCMS Description

Organization Information: *This information is intended to inform the educator regarding the entity that created this position in EEP.*

Youth Empowerment Services, Inc. (YES, Inc.) is a San Antonio based, grassroots, educational non-profit, non-partisan organization focused on educational endeavors targeting students, parents and educators for the past 21 years. YES, Inc. has been awarded a grant to impact educator effectiveness so that student academic performances improve for the four (4) participating Charter Districts. YES, Inc.'s vision is "YES! We follow the golden rule!"... by treating and respecting all members and stakeholders served by our programs and activities. The major vehicle that YES, Inc. has been implementing for the past six years is the Educator Effectiveness Process (EEP). Our core beliefs mirror the required USDE education-act's mission of "ensuring that all students have equitable access to effective educators." The EEP system includes not only an observation system that is equitable and transparent but also professional development supports and human capital system funding to ensure that the most effective career teachers qualify for the most funding for salary considerations. Career Teachers that are hired by an EEP Campus will receive three (3) observations each year and be given every opportunity to become the most effective educators for the students served. This position description provides the basic understanding and agreement for Career Teachers providing educational services on all campuses.

Position Definition: *This position definition defines an EEP Campus Career Teacher.*

The **Career Teacher (CT)** is a teacher who is either a new or established teacher not serving in a leadership position. The CT is working towards becoming a more effective teacher. As campus Career Teachers increase in effectiveness, they will have opportunities to compete for the additional roles, such as Career Teacher Leader, or Expert Teacher Leader.

Position Responsibilities: *An effective Career Teacher ensures that the scholars improve academically every year.*

- The Career Teacher collaborates with the more experienced Expert Teacher Leaders (ETLs) and/or Career Teacher Leaders (CTLs) to become more effective. This collaboration provides support on lesson planning, student assessments, and the development of expertise in all areas of instruction.
- Career Teachers participate fully in Unit group meetings and are evaluated by the Principal, Expert Teacher Leaders and/or Career Teacher Leaders and other leaders appointed by the District.
- Career Teachers attend weekly unit meetings/other meetings that may be required to improve effectiveness.
- Career Teachers participate willingly in professional development opportunities as required, mandated and planned in order to become more effective.
- Career Teachers actively participate in all observation activities including pre and post observation conferences, all walk-through activities and immediately implement all refinement recommendations in order to become more effective.
- Career Teachers participate in all supports provided by the District to include any required mentoring and coaching sessions so that the Career Teacher becomes more effective in the following areas:
 1. Analyzing student data to identify needs and developing academic achievement plans based upon the data.
 2. Collaborating in the classroom with Expert Teacher Leaders and Career Teacher Leaders to increase teacher expertise
 3. Using formative/summative assessments to improve student achievement.

Personal Skills Required... To Be Developed: *Effective Career Teachers will demonstrate the following skills.*

- Self-motivated and proactive / Flexible and adaptable / Data- and results-driven mindset/work independently and multi-task
- Integrity, positive, and mission-driven attitude, with demonstrated passion for public education
- Thorough, good attention to detail / Interacts with others in a professional and collaborative manner

Qualifications: *Be employed at an EEP Campus.*

- A Career Teacher must earn a Teacher Evaluation Data System (TEDS) score of 3.0 or above for the observation portion and must earn 3.0 or above for the SAS-EVAAS campus value-added portion of the PBCS to retain the Career Teacher position.
- Actively participating in all EEP required activities including all professional development, mentoring, coaching as required to become more effective.

Additional Information: Critical to successfully implementing the EEP process on each campus is each educator having a clear understanding of what is required to become an effective educator so that student performance increases. The principal must work to assure that each educator is qualified to fill the role of an educator on each EEP campus.

Career Teacher Name: _____ Signature: _____ Date: _____

Principal Name: _____ Signature: _____ Date: _____