



Educator Effectiveness Process (EEP) Position Description

Position Title: Campus Career Teacher Leader (CTL)
Reports To: Campus Expert Teacher Leader (ETL) **Additional Reports:** Campus Principal
Reporting to this Position: Career Teachers **Salary Addendum:** \$8000.00 per year

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 teacher leaders qualify for the most funding for salary considerations. Career Teacher Leaders 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 Teacher Leaders providing educational services on all campuses.

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

The **Career Teacher Leader (CTL)** is a teacher who is an effective educator and will serve in a leadership role while assuming additional duties involving assisting professional teachers towards achieving a greater degree of effectiveness. The CTL continues to work towards becoming a more effective teacher. As a campus CTL increases in effectiveness, they will have opportunities to compete for the additional roles, such as an Expert Teacher Leader. CTLs are held to a higher performance standard than the career teachers and must earn a Teacher Evaluation Data System (TEDS) score of 3.79 or above on the Teacher Observation portion or above to receive an incentive payout on that portion.

Position Responsibilities: *An effective Career Teacher Leader ensures educators improve in effectiveness, so students improve academically every year.*

- The Career Teacher Leader collaborates with the more experienced Expert Teacher Leaders and/or Principal to become more effective. This collaboration provides support on the development of expertise in all areas of instruction.
- Career Teacher Leaders perform walk-through observations, teacher observations, and actively participate in all observation activities including pre and post observation conferences immediately providing classroom-based follow-up and feedback on instructional practices to career teachers.
- Career Teacher Leaders actively participate and co-facilitate the Unit group meetings, and are evaluated by the Principal and/or Expert Teacher Leaders, other Career Teacher Leaders and other leaders appointed by the District.
- Career Teachers Leaders attend weekly Leadership Team meetings that analyze data, and develop academic achievement plans and school assessment plans.
- Career Teacher Leaders participate in all supports provided by the District to include any required mentoring and coaching sessions so that they become more effective in the following areas:
 1. Analyzing student data to identify needs.
 2. Developing academic achievement plans.
 3. Collaborating in the classroom with Career Teachers, to increase teacher expertise.
 4. Using formative/summative assessments to improve student achievement.

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

- Self-motivated and proactive / Flexible and adaptable / Data- and results-driven mindset / Ability to 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 Leader must be Teacher Observation certified.
- A Career Teacher Leader must earn a Teacher Evaluation Data System (TEDS) score of 3.79 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 Leader position.
- Attend all scheduled EEP Leadership PD Academy trainings and provide all deliverables including Benchmark data as scheduled.

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 **Career Teacher Leader** is qualified to fill the role of a **Career Teacher Leader** on each EEP campus.

Career Teacher Leader Name: _____ Signature: _____ Date: _____

Principal Name: _____ Signature: _____ Date: _____