

Job Title:	Teacher	Wage/Hour Status:	Exempt
Reports to:	Principal	Pay Grade:	District Pay Scale
Dept. /School:	Early College High School	Date Revised:	05/09/07

Teacher Qualifications:

Education/Certification:

Bachelor's degree from accredited university
Valid Texas teaching certificate with required endorsements for subject and level assigned

Special Knowledge/Skills:

Knowledge of subjects assigned
General knowledge of curriculum and instruction
Ability to instruct students and manage their behavior
Strong organizational, communication, and interpersonal skills

Experience:

At least one year student teaching or approved internship

Primary Purpose and School Structure:

The Early College High School will open its doors in August 2007 with a cadre of up to 100 students. The mission of an ECHS is to prepare its students to not only succeed in high school, but also to ensure that they can earn up to 60 college credits (an Associates degree) before they graduate. This mission, supported by the elements of Rigor, relevance and relationships, presents an opportunity and a challenge for students, families, college partners and faculty. Teachers will work with students historically underrepresented in higher education, implementing a high support-high achievement model, to accomplish its mission. The program will be rigorous and demanding for students and staff. To accomplish our goals for our students, ECHS is looking for the following attributes in teacher candidates:

Early College High School will be housed at Temple College at Taylor. Student's will take electives in the morning at their home campus then transported to Temple College at Taylor for their core classes in the afternoon. Core teachers will teach at their home campus and Temple College at Taylor.

Professional Learning Community:

The highly skilled successful teacher candidate, with demonstrated levels of success with improved student performance, will join our learning community; a place where teachers contribute as much as they learn from one another, open their classrooms for observations, serve as a professional development school to visitors and constantly reflect on practice. Our teachers will collaborate with our college partner in ensuring that our students will be prepared to succeed in college classes. There will be no closed doors at our ECHS; practice will be transparent.

Teacher Responsibilities and Duties:

- Have complete knowledge of state and college standards and all required exams for students
- Adopt a school-wide literacy action plan that involves all subject areas to increase or expand upon reading, writing and communication skills of all students

- Understand the importance of data to inform curriculum, instruction and assessment; draw on results of formal and informal assessments to plan learning activities appropriate for the full range of students within a classroom
- Plan lessons with clear objectives and relevant measurable outcomes
- Seek and contribute resources from colleagues, families and the community to enhance learning
- Incorporate appropriate technology and media in instructional delivery
- Use information from Individualized Education Programs (IEP's) to plan strategies for integrating students with special needs into classrooms
- Demonstrate proof of success with ELL students
- Inspire, communicate and lead students to high standards and expectations
- Make learning objectives transparent to students and find engaging ways to begin new units of study
- Dedicate to new professional learning opportunities and professional development to enhance instruction
- Accept the responsibility to understand strategies around differentiated instruction to ensure that all students in the class are involved and engaged in every activity
- Take responsibility for student learning and improved student performance and develop plan to reach every student
- Take responsibility as a vital member of our professional learning community
- Scaffold academic support in order for students to accelerate toward college expectations and design high school syllabi to mirror college syllabi
- Design strong student support system while building academic strength in students and collect data to document progress toward this goal
- Communicate with parents and school stakeholders about progress
- Model college level work in every classroom

Classroom Climate and Operations:

- Work as member of school team to build recognizable coherence in school (all teachers on board with ECHS mission): shared development of strategies that work, shared classroom rituals and routines, shared vision for success.
- Work as a team to design school-wide behavioral expectations and support those in all areas of the school: classrooms, hall ways, common areas, and school-related activities
- Create a classroom environment that is conducive to learning
- Create a physical environment appropriate to a range of learning activities
- Maintain appropriate standards of behavior, mutual respect and safety
- Manage classroom routines and procedures without loss of instructional time

Working as a member of this school community will be exciting and demanding. We will take the responsibility of preparing our students, in an accelerated model, for college in high school. This is the position for those who seek to share practice and reflect with colleagues about instruction and pedagogy on a weekly basis; for those who want to inspire every student in the class and know how to provide the student support to accomplish that goal; for those who find it within themselves to want to do this for students who may have never dreamed of going to college. This is our responsibility.