



Human Resources

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Lead Teacher Role

Position Summary

In Mesa Public Schools, educators work in teams with distributed expertise to support a shared roster of students. The teams--typically comprising credentialed teachers, paraprofessionals, aspiring teachers, specialists, and/or community educators--use formative data and other evidence of student learning to move educators and students fluidly across multiple shared spaces, prioritizing deeper and personalized learning for students.

Each team is guided by a **Lead Teacher** who will support a shared roster of learners with the team and directly interact with students at least 50% of the time. Additionally, the lead teacher will guide the educator team in sharing responsibility for all elements of student support and instructional planning and delivery (e.g., lesson planning, curriculum/resource selection, instruction, assessment, data analysis, grading).

The Lead Teacher leads the team in maintaining high expectations for student learning aligned to the Portrait of a Graduate and ensures the team functions at a high level to serve all learners by strength and need. The Lead Teacher makes space for sharing team members' ideas and innovations to improve student learning. They co-plan, co-teach, model, coach, and give feedback to their team members.

Desired Qualifications

- Minimum Bachelor's degree from an accredited four-year college or university (masters or doctorate encouraged)
- Valid teaching certificate and evidence of appropriate background check/fingerprint clearance
- At least 3 years of teaching experience with evidence of highly effective teaching
- Additional licenses and certification encouraged, including National Board Certification
- Experience successfully leading, facilitating, influencing, supporting and/or managing adults to accomplish goals
- Experience working in a creative and demanding learning environment, including the ability to problem-solve and apply a growth-mindset approach to managing ambiguity and adversity
- Experience leveraging understanding of the effects of culture, past experiences, and personal characteristics (e.g., race, gender, sexuality, religion, trauma, economic background) to support healthy team communication and collaboration

Key Duties and Responsibilities

Team Leadership & Professional Responsibilities:

- Model and facilitate a team to reflect the essential attitudes and skills established in the Portrait of a Graduate (ethical, inclusive, resilient, collaborator, communicator, community contributor, creative thinker & innovator, critical thinker & problem solver).
- Build a positive team culture that values the experiences and perspectives of each team member.
- Schedule and maintain communication with paraprofessionals, aspiring teachers and community educators to work with students in a meaningful and ongoing manner.
- Develop and oversee effective two-way communication with the team, families and the larger school community on behalf of the team.
- Schedule and facilitate regular team meetings with consistent agendas to support team communication and instructional co-planning.
- Lead the team to:
 - Recognize individual team members' strengths and deploy these strengths to support student learning and well-being.
 - Organize and distribute responsibilities with consideration for team members' areas of expertise and interest.
- Collaborate with other Next Education Workforce lead teachers to reflect and refine their work and inform ongoing professional learning within MPS and in collaboration with ASU.
- Share the work of Mesa Public Schools building Next Education Workforce models to possibly include hosting tours, giving presentations, joining panel presentations and meeting with other school personnel that are exploring or implementing team-based models.
- **Note:** This role includes three days outside of the traditional teacher work calendar (dates to be determined).

Lead Teacher Role (cont.)

Instructional Planning & Delivery:

- Co-create and co-deliver all elements of instructional planning and delivery (e.g., lesson planning, instruction, assessment, data analysis, grading) among the team of educators based on student needs and interests, educator efficacy and content knowledge
- Deliver instruction to support student learning and to model deeper and personalized learning approaches for educators on the team
- Lead the team to:
 - Set measurable, ambitious expectations and goals for academic achievement and inter/ intrapersonal growth for all students taught by the team
 - Co-design and co-implement deep, personalized, culturally sustaining learning experiences
 - Identify and address individual students' social, emotional, and behavioral learning based on the MPS Promise of knowing students by name, strength and need
 - Co-design formative assessment and respond to student need and interest accordingly.
 - Co-design authentic assessments that accurately assess student learning and progress
 - Co-create systems for collecting evidence of student learning
 - Analyze and respond to student learning data

Learning Environment

- Support team members in building and maintaining a caring rapport with all students
- Lead the team to:
 - Establish a culture that respects students as individuals, encourages self-motivation and self-direction, fosters student voice and choice, and inspires a love of learning
 - Create shared systems for establishing and maintaining regular, two-way communication with students' families
 - Co-create shared systems, procedures, and tools for managing and communicating student social, emotional and behavioral needs
 - Co-create shared procedures for managing student movement and materials
 - Co-create inspiring and organized physical learning environments that are conducive to collaborative and deep, personalized learning