



2017-2018 School Year Teacher on Special Assignment Secondary School Language Arts

Who We Are

The San Francisco Unified School District (SFUSD) is the seventh largest school district in California, serving more than 57,000 students who speak more than 44 documented languages across 132 schools in the city of San Francisco every year. We aim for every student who attends SFUSD schools to discover his or her spark, along with a strong sense of self and purpose, and that all students graduate from high school ready for college and career, and equipped with the skills, capacities and dispositions outlined in [SFUSD's Graduate Profile](#). Every day in our quest to achieve this mission we provide each and every student the quality instruction and equitable support required to thrive in the 21st century.

What It Means to Work Here

When you join our team at SFUSD you can expect to be part of an inclusive, innovative and equity-focused organization that approaches public education as a social justice movement, requiring broad collaboration across an array of strategic partners. In 2014 SFUSD created an inspiring statement, [Vision 2025](#), which captures our aspirations and vision for the future of public education in San Francisco. Alongside the District's strategic plan, [Transform Learning. Transform Lives](#). SFUSD is reimagining how public education will change over the next decade to meet the dynamic future of San Francisco. As a [CORE district](#), SFUSD is also a leader in critical systems change for more comprehensive school accountability and innovations that help strengthen the instructional core, which is the foundation of our strategic plan and Vision 2025.

Who We Want

We want talented people from diverse backgrounds and experiences, who are inspired by our mission steeped in equity, and who are motivated to unleash our children's potential. We want people who are strong collaborators, skilled communicators, problem solvers and who are comfortable in a community of continuous learning.

We have high need for teachers in the following areas:

- Bilingual (Cantonese, Mandarin, Spanish)
- Special Education (Mild/Moderate, Moderate/Severe, DHH)
- Physical Education
- Math
- Science

Essential Duties and Responsibilities

In accordance with the California Standards of the Teaching Profession, the Secondary School Language Arts TSA works under the supervision of the Supervisor of Humanities and is responsible for the fulfillment of the essential duties set forth below:

- Coach English language arts teachers at Secondary schools to support closing the achievement and access gap, accelerating and sustaining student achievement, and preparing students as successful 21st century citizens
- TSAs will contribute to the SFUSD PK-12 English Language Arts Core Curriculum and supports the instructional materials through informal peer classroom observation, individualized feedback, demonstration lessons and co-facilitation of site-based grade level meetings
- Work with the Supervisor of Humanities in the identification, of promising/best practices and models in English/language arts instruction to enhance student learning.
- Improve tools and resources that support rigorous quality English/language arts instruction and facilitate analysis of student achievement
- Establish and maintain collaborative and supportive internal and external partnerships that support accelerated and sustained student growth and achievement in English language arts
- Participate in initiatives designed to build teacher capacity

- Address the issues of race/ethnicity, language, culture, and underserved population as they impact English/language arts instruction in the classroom
- Perform related duties as assigned by the Supervisor of Humanities

Provide coaching and support for 2-3 beginning teachers (Either 1-2 induction candidates or interns and 1 ET or 3 ETs) including:

1. Weekly coaching sessions with new teachers for an average of 45-60 min per week (or 3 hours a month) per new teacher
2. Goal setting around the CSTPs
 - Co-teaching, modeling, observations and providing feedback
 - Analysis of student work
 - Lesson planning
3. Attend Coaching PDs*, and participate in in-field coach support and development to promote ongoing professional growth and learning
4. Complete the documentation of time spent/needed paperwork

The length of the work year for all teachers is 184 days of service, except department heads and deans/head counselors have 189 days of service. Principal expectations vary by school site. You may access and read individual school profiles and academic plans at the following link: www.sfusd.edu/schools.

Please note that the first day of work for teachers is August 15, 2017.

Minimum Qualifications

Possession of a valid California Teaching Credential in the appropriate content area as required by the California Education Code, Section 44860 and English Learner certificate (CLAD or BCLAD) as required by Board Policy

- Five years of professional teaching experience
 - Outstanding and/or Highly Satisfactory Summary Evaluations
 - Strong content knowledge of language arts/literacy and ability to apply it to teaching and learning
- The TSA must be able to travel to various locations and work flexible hours. Physical abilities include standing and sitting for extended periods, talking/hearing, near and far visual acuity, pushing/pulling, lifting, reaching, carrying, field of vision, fine manual dexterity.

Disposition

Prospective candidates must:

- Critically examine their own sociocultural identities and the inequalities between schools and society that support institutionalized discrimination to maintain a privileged society based on social class and skin color
- Inspect and confront any negative attitudes they might have toward cultural groups
- Possess an affirming attitude toward students from culturally diverse backgrounds
- Exhibit a commitment and possess the skills to act as agents of change
- Realize that content knowledge is not a fixed body of facts but is complex, culturally situated, and ever evolving
- Recognize the potential of bias in her/his representation of the discipline and seek to appropriately address problems of bias
- Commit to support a constructivist view of knowledge, teaching, and learning; assist students to construct knowledge, build on their personal and cultural strengths, and examine the curriculum from multiple perspectives
- Respect learners' diverse strengths and needs and be committed to using this information to plan effective instruction

Desirable Qualifications

- Experience with:
 - a. Coaching or mentoring teachers
 - b. Planning and facilitating professional development
 - c. Addressing equity issues related to access and achievement
 - d. Working with underserved student populations
 - e. Coordinating and organizing educational and community resources
 - f. Working successfully with multiple audiences, including school-based administrators, teachers, parents/community members, and students
 - g. Participation in professional organizations, district and state initiatives
- Skill in:
 - a. Designing professional development activities, conducting meetings and presentations, facilitating work group activities
 - b. Researching, interpreting, analyzing, reporting, and utilizing data and evaluating processes and resources
 - c. Operating a computer, and accessing internet resources;
- Knowledge of:
 - a. Professional development theory
 - b. Effective instructional practices
 - c. California's Common Core Standards, ELD standards and California English/Language Arts/Literacy educational issues and trends
 - d. Practices and trends related to the integration of technology into instruction;
- Ability to:
 - a. Work with a variety of individuals and groups and coordinate activities
 - b. Address access and equity issues
 - c. Communicate effectively orally and in written form
 - d. Manage time and tasks
 - e. Exercise sound judgment
 - f. Model norms of behavior that reflect high expectations for colleagues, students, and community members

What We Offer

SFUSD offers a competitive salary commensurate with experience, and a comprehensive benefits package including dental and vision plans, disability, life insurance, flexible spending account options and vacation time. We also offer an inclusive and equity-centered environment where we encourage staff to bring their whole selves to work.

SFUSD is committed to attracting and retaining the best educators in the nation. Benefits of teaching in San Francisco include:

- Competitive salaries determined by experience, education level, and credentials
- Comprehensive medical, vision, and dental insurance for teachers and their eligible dependents
- City and state programs for housing assistance:
- Teacher Next Door Program: <http://sf-moh.org/index.aspx?page=287>
- Extra Credit Home Purchase Program: <http://www.treasurer.ca.gov/cdlac/applications/applications.asp?app=ecthpp>
- Additional salary stipend of \$5000 for National Board Certified teachers and
- Additional salary stipend of \$2000 for credentialed teachers teaching in high need schools and a \$1000 stipend for teachers teaching high need subject areas.

How to Apply

- Go to: www.sfusd.edu/jobs
- Create an account and complete an application. Applications generally take 1-2 hours to complete. SFUSD looks very carefully at the entire application, including the 3 short answer questions



- Go to the “Jobs” tab to view and apply for specific openings.

Please check back often to connect your application to specific openings as they are posted. Applicants will be contacted based on the needs of the district and current selection criteria. For more information about careers at SFUSD, please visit www.sfusdjobs.org. For more information about SFUSD’s mission and Strategic Plan please visit www.sfusd.edu. For other questions, contact us at teach@sfusd.edu.

San Francisco Unified School District is an equal employment opportunity employer committed to maintaining a non-discriminatory work environment. SFUSD does not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, age, disability, veteran status, marital status, sexual orientation, or any other characteristic protected by applicable law.