



Personnel Division

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www.syracusecityschools.com

Position Openings

An employee who is on leave but feels qualified for an advertised position must send letter of interest with current résumé. Prior to interview or position appointment date, the employee must be available and medically cleared.

Please Post Conspicuously and Provide Copy to STA Building Representative

PEER OBSERVER

The Syracuse City School District is undergoing a new phase of innovation and transformation with the goal of ensuring that all students graduate high school with the skills needed to be ready for college and career. For Syracuse, all means all – including students who fall behind or have been considered “hard to serve” for a host of reasons. The School Board and Syracuse community have charged Superintendent Sharon Contreras with improving student achievement, and she is seeking a dedicated leadership team to partner with her in moving the district toward its goals. The Syracuse City School District represents 31 schools and 3 alternative education programs, serving 19,961 students K-12, of whom 84% qualify for free or reduced price lunch, 21% are served by the Office of Special Education, and 72% are students of color.

JOB DESCRIPTION:

The position of Peer Observer is designed to work as a highly effective teacher and a model of strong instructional practice in specifically designated transformation areas.

Peer Observers have three primary responsibilities: 1) to serve as impartial, third-party evaluators of teacher performance; 2) to provide teachers with targeted, content-specific feedback and resources; and 3) to provide instructional capacity to support SCSD reform initiatives.

The Peer Observer is an SCSD teacher who primarily works in the field, conducting observations of, and conferencing with, teachers across the SCSD. The position therefore requires significant travel within the city. Peer Observers receive extensive training on the Teaching and Learning Framework, as well as delivering effective oral and written feedback.

DUTIES AND RESPONSIBILITIES:

Specific responsibilities of the Peer Observer role include, but are not limited to the following:

Teacher Observations (approximately 75-80%):

- Evaluating teacher practice through classroom observations. Each Peer Observer will complete approximately 100 30-minute observations per observation cycle (2 observation cycles per academic year).
- Writing detailed reports to accompany each observation. Reports will include explanations of the teacher's ratings, evidence, and suggestions for growth.
- Conducting one-on-one post-observation conferences with all observed teachers that allow opportunity to dialogue about specific areas of development.
- Maintaining detailed observational records, thoroughly documenting and rating evidence from each observation.

Instructional Capacity (approximately 20-25%):

- Collaborating with other SCSD staff and departments to further support implementation of the SCSD academic plan, including curricular and professional development design.
- Collaborating with other members of the Teacher Leadership team to reach transformational goals.
- Providing targeted professional development to teachers by providing clear and direct feedback, leading content-specific professional development workshops, collaborating with school-based instructional coaches, and connecting teachers with professional development resources.
- Attending meetings and on-going trainings as required.
- Performing other duties as assigned.

PEER OBSERVER – *continued*

QUALIFICATIONS:

The successful candidate is motivated by the mission to transform the Syracuse City School District into the nation's highest performing public school system, ensuring that all students acquire the knowledge, skills and values necessary to live rich and fulfilling lives as responsible, productive and enlightened members of a democratic society. This position offers the opportunity to have a profound and lasting impact on student learning and achievement. Candidates must possess the following professional qualifications:

- At least five (5) years of teaching experience in a low-income school;
- Documented evidence of success raising student achievement in a low-income school;
- Excellent written and oral communication skills;
- The ability to work effectively and professionally with others at all levels of an organization;
- An ability to critically assess challenges and identify appropriate solutions;
- Strong organizational skills, including keen attention to detail and the ability to adhere to strict deadlines;
- Excellent time management and a willingness to work non-standard hours;
- Ability to work in ambiguous situations, while maintaining a sense of purpose and positive intent;
- Previous experience developing and providing support and training to other educators (preferred);
- Knowledge of adult learner theory (preferred);

SPECIAL REQUIREMENTS:

- Ability to work beyond the ten-month school year and student day.

SALARY/SALARY RANGE: Salary per Unit 1 contractual agreement

CONTACT: Laura Kelley, Chief Academic Officer, at (315) 435-5844

All interested applicants must apply using Paperless Application Tracking System (PATS). Please follow the link to the "SCSD Employment" section at www.syracusecityschools.com, or you may access the applications directly at <https://pats.scsd.us/>.