

Opportunity of a lifetime. For you. For students.



Seeking transformative teachers to inspire and set the course for Student Success.

Master Teacher Information Session



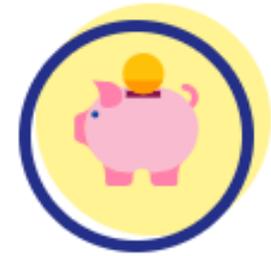
Agenda



RESPONSIBILITIES



APPLICATION



COMPENSATION



INCENTIVES



IMPACT

Presenters



Tori Austin
Director,
TIF Grant Project
Management



**LeAnne
Hernandez**
Director,
TIF Grant Project
Management



San Antonio ISD

History in the Making

Our mission is transform SAISD into a national model urban school district where every child graduates and is educated so that he or she is prepared to be a contributing member of the community.



Student Demographics:

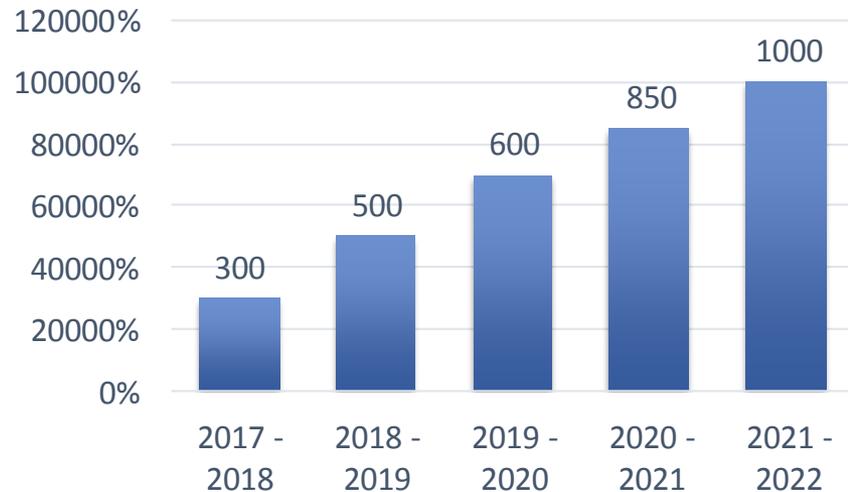
- 51,000 students
- 91% identify as Hispanic/Latino
- 92% qualify for free/reduced lunch
- 19% English Language Learners
- 70% identified as “At Risk” by the Texas Education Agency (TEA)
- 30% of our students are identified as “Overage” by TEA



What Makes the Difference?

- Quality teachers
- Students having more time with quality teachers

SAISD Master Teacher Targets



The classroom teacher is one of the most important variables for making a difference in student achievement.*



*Louis, K. S., Leithwood, K., Wahlstrom, K., & Anderson, S. (2010). Investigating the links to improved student learning: Final report of research findings. Retrieved from Wallace Foundation website: www.wallacefoundation.org/knowledge-center/schoolleadership/key-research/Documents/Investigating-the-Links-toImproved-Student-Learning.pdf

Master Teachers



Strong, experienced educators with proven track records of increasing student achievement

Teaching students with the greatest instructional gaps, including extended school time and additional days

The Role of the Master Teacher



Teacher

Purposeful, compassionate, and data-driven: SAISD Master Teachers are committed to creating engaging, student-owned learning experiences aligned to TEKS.



Leader

Master teachers are creative problem solvers who are driven to be effective campus leaders and role models.



Coach

Master Teachers model, support, and encourage change while serving as a valuable guide.



Characteristics of Strong Candidates

Master Teachers



- Student-focused
- Work collaboratively to maximize student potential
- Demonstrate a growth mindset
- Desire to continuously improve their own practices
- **Evidence of success in achieving high level of student growth and/or mastery in the grade/subject assigned**
- 2 years of teaching experience by the end of the 2018-2019 school year

See job description for complete list.



Both internal and external candidates to SAISD are encouraged to apply

Student Growth and Mastery

Top 10 Areas of Greatest Impact

Priority of Need	Grades	Subject Area	Population	Performance Yielding Greatest Impact	
				Achievement	Growth
#1	Grades 3, 4, 6, & 7	Reading	All Students	≥ 70% Approaches (Passing) or 35% Meets (College Ready) or 25% Masters (Advanced)	≥ 60% Annual Growth
#2	Grades 4-8	Reading, Math	Prior Year Non-Passers	≥ 50% at Approaches (Passing)	≥ 60% Annual Growth
#3	High School	English I, English II, Algebra I	1 st Time Testers	≥ 70% Approaches (Passing) or 35% Meets (College Ready) or 25% Masters (Advanced)	≥ 60% Annual Growth
#4	High School	English I, English II, Algebra I, Biology, US History	Re-Testers	≥ 50% at Approaches (Passing)	
#5	Grades 4 & 7	Writing	All Students	≥ 70% Approaches (Passing) or 35% Meets (College Ready) or 25% Masters (Advanced)	
#6	Grades 5 & 8	Science	All Students	≥ 70% Approaches (Passing) or 35% Meets (College Ready) or 25% Masters (Advanced)	
#7	All Students	Reading & Math	ELL	>60% at Approaches (Passing)	≥ 60% Annual Growth
#8	All Students	Reading & Math	Special Education	>40% Reading, >45% Math >90% STAAR Alt at Approaches (Passing)	≥ 60% Annual Growth ≥ 80% – Alternate Assessment
#9	Grade 8	Social Studies	All Students	≥ 70% Approaches (Passing) or 35% Meets (College Ready) or 25% Masters (Advanced)	
#10	High School	Non-Spanish AP/IB	All Students	≥ 40% Scoring 3 or 4 on AP or 4 or 5 on IB Exam	
Foundational Skills	Early Childhood	Reading & Math	All Students	≥ 70% Tier 1 Cognitive and Language Domains	≥ 70% Annual Growth Cognitive and Language Domains

Master Teacher Application Process

SAISD Master Teacher Selection Process

The Master Teacher selection process is different than other selection processes in that applicant's need to be screened for their data to be eligible for the position.

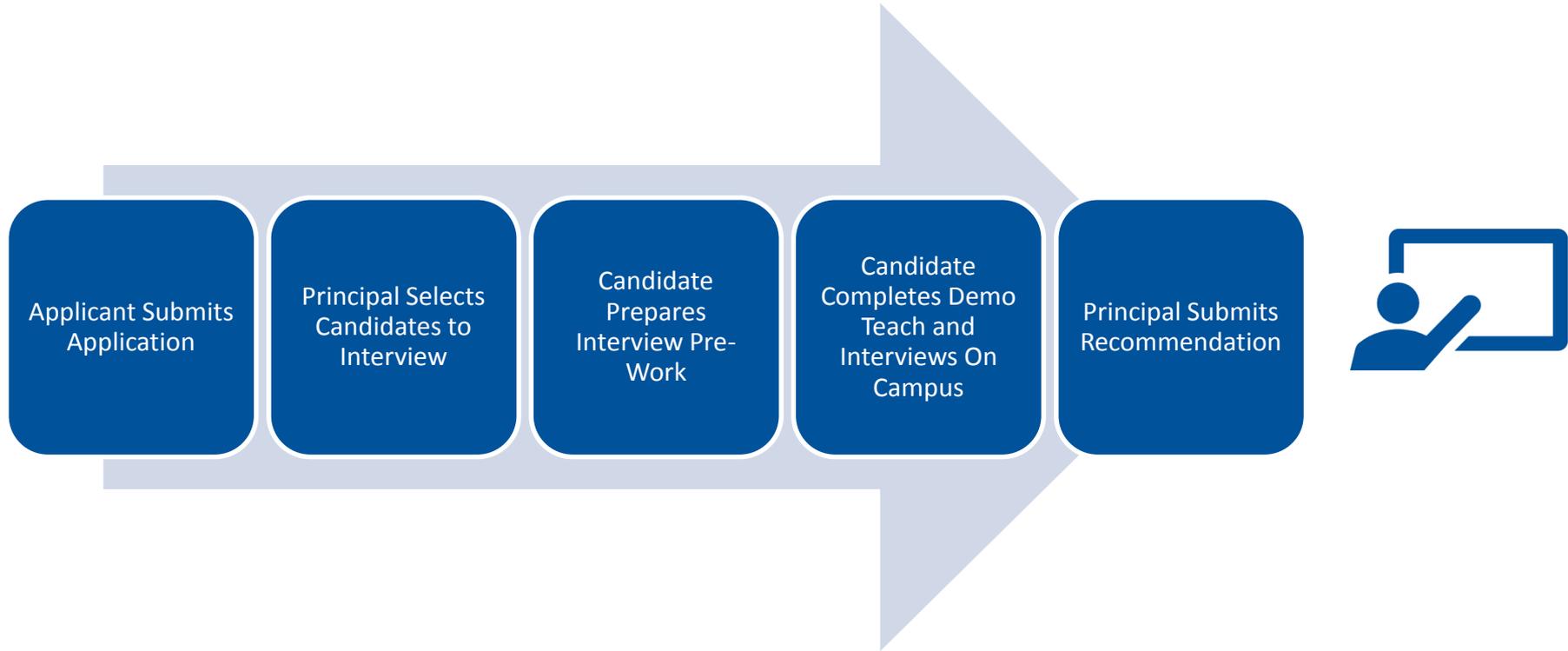
Minimum Requirements

Certification:	Certified in the area applying
Evaluation:	Proficient or Above in all domains
Resume:	Resume has been Submitted
DPS:	Candidates must clear
Data:	The applicant has submitted data



Application Process

Streamlined Master Teacher Selection Process



Master Teacher Benefits

- Highly-competitive salaries
- Low-cost health benefits
- Dual pension plans
- Access to tuition-free graduate degrees
- Research-based professional development on high quality instruction

Additional Days stipend of \$5,625 for 15 days. 15 days worked outside of the contract year to include 5 days of professional learning and 10 additional days of work with students; paid as supplemental pay.

Extended Time stipend of \$9,375. While specific requirements are determined at the program level, this stipend is for extended time which includes activities such as tutoring students (estimated at an additional 5 hours per week) and attending professional learning (5 Saturdays during the school year). This stipend will be prorated and paid in monthly increments.

Secondary math, science, or bilingual teachers are eligible for an additional \$2,000 stipend.



Additional Days and Extended Time

Professional Learning

- July 15-19, 2019
 - July 15, 2019—Mandatory Master Teacher Program Meeting
 - July 16-18, 2019—SEAD Conference
 - July 19, 2019—Master Teachers on Campus Planning
- July 22-August 2, 2019—Summer Program with students
 - This is campus specific.
 - Alternatives may be during the school year on Saturdays or in June 2020.
- Professional Learning Opportunities
 - EPICs, Unconference, PD in PJs
- Extended Time—Average of 5 hours/week with students in meaningful intervention



Master Teacher Video



Time for Questions and Answers

