

## TEACHERS

The following are key features of the teaching staff's professional responsibilities:

*Arrival / Check-In.* Staff are expected to arrive at 8:15 am and after checking into the main office, they will check their iPADS to check for important announcements, and student/ family updates. Communication among staff will happen in a paperless environment. Co-academic teachers arrive at 9:00 am.

*Morning Circle.* Each teacher is assigned 8 to 10 students. They are responsible for checking-in with these students, discussing academic and personal goals for the day and week, and/or providing a specific training (i.e. anti-bullying, resiliency training). Morning circle is 30 minutes per day, 8:30 am to 9:00 am. Co-Academic teaching staff do not have advisories since they arrive at 9:00 am.

*Teaching Responsibilities.* Each teacher will be assigned no more than 80 students during the course of the school year. She/he will teach four sections of classes (or four project advisories): 60 minutes per period and 20 students per class. It should be noted that while each class has 20 students, up to four additional teachers can be in a class at any time (Arts Integration Teacher, EL specialist, Learning Specialist, Apprentice teacher). Teachers will become experts in one level of integrated coursework per year. For example, a teacher may teach Math Integration I but they will not be responsible for Math Integration II, III, or IV during the same year. This ensures that teachers' energies are not dispersed as they plan and teach integrated coursework. They will loop with their students for four consecutive years within the middle and high school programs.

*Co-Teaching Model.* All teachers will be required to participate in the Co-Teaching model. This model involves following a Co-teaching protocol where all teachers share responsibility for students. Co-teaching will typically involve integrated learning teachers partnering with EL specialists, learning specialists, and Co-academic teachers (arts integration and movement integration) to provide a powerful and engaging learning experience for students.

*School Discipline (Restorative Justice Program).* Teachers will be required to implement restorative justice circles or participate in mediation to support the school's discipline program. During the course of the school year, the Student Support Director and resiliency counselor will be responsible for the ongoing training of staff in restorative justice practices.

*Community Lunch.* Teachers are expected to eat with students twice per week. This is an essential time to cultivate a sense of community among students and staff. Lunch period is 60 minutes

*Accelerated Learning Labs.* Up to five times per week, 60 minutes per session, academic teachers will be responsible for providing small group instruction in Math or ELA for students who are performing below grade-level. ESL teachers provide direct English instruction for EL students during ALL, and students with disabilities can receive therapies.

*Team Planning.* Each teacher has 90 minutes of planning time per day. The expectation is that this time is used to plan with colleagues since our integrated learning model requires extensive collaborative planning among teachers. This period is also an opportunity for embedded professional development where staff can engage in Looking at Student and Teacher Work (LASW/LATW), data analysis, and planning with EL and Learning Specialists.

*Dismissal.* Dismissal for Academic teachers and specialists is 4:30 and Co-academic teachers is 5:15 pm