

Senior Educator

Compensation Framework 14-20

A minimum of 5 years of experience at Renton Prep and/or Amazing Grace is required before being considered for promotion to Senior Educator. A minimum of three different grade levels and in two developmental areas (e.g. elementary and high school, high school and middle school, elementary and middle school). Demonstrating agility to teach across different developmental groups helps see the continuity of content and learning processes across developmental phases.

Senior Educators collaborate with Lead Educators on decision making, facilitate horizontal collaboration and consistency with curriculum (ensuring no gaps across grades), responsibility for guiding and some direction, as well as assisting in creating new and original pieces (learning/policy/assessment/vision/community connection/classroom management), providing feedback and holding others accountable to the vision. They have the expertise of being able to replicate learning design created by others, implementing a range of techniques, high levels of organized thought with follow through implemented into action, can provide rationale for choices, process and show alignment to curriculum and standards. Senior Educators have the ability to improvise, work on demand effectively, communicate articulately to transfer ideas and influence peers. There is evidence of actively growing personal external professional learning communities and social networks to connect and extend learning. They provide training and have seen others grow under their guidance.

In addition to meeting requirements for Renton Prep Educator, the Senior Educator additionally, and consistently, demonstrates the following:

- 1) SE have met all minimum requirements and successfully exceeded “Educator” Criteria including requirements for “Associate Educator” (See “Associate Educator” and “Educator” criteria for details –same as job description)
- 2) SE Has submitted a proposal independently or in collaboration with a more experienced educator for at least one conference (may be virtual), been accepted and carried through with a high quality presentation that accurately represented Renton Prep mission, vision, and brand promise
- 3) SE Has been accepted as a Microsoft Innovative Educator Expert (with the expectation of applying to present at conferences funded by Microsoft Travel Program)
- 4) SE Identify that teaching is only one aspect of the student’s development/learning
- 5) SE Have the ability to provide academic coaching, understand theories of motivation, and how those relate to assessment and environment

- 6) SE is able to lead co-teaching, coach/mentor other teachers, provide feedback, critique and hold accountable to align with mission, vision, and brand promise
- 7) SE interacts with developers from Microsoft and other industries to provide useful feedback that in turn helps with assessment and student development. The teacher involves students in the feedback for developers and guides reciprocal learning across developers, and students
- 8) SE co-creates or assists in professional development for staff/faculty at the school and others outside of the school through online publications, conferences, or other training engagements
- 9) SE has a grasp on using technology to help support multimodal assessment creation or document various demonstrations of knowledge with the support of technology
- 10) SE realizes that differentiation can be facilitated through accessibility and access to technology, academic coaching support or work with the Inclusion coach/specialist
- 11) SE is involved in professional development for others, on-boarding and maintaining consistent growth in current faculty
- 12) SE constantly researches the big ideas of education and applies them to each or intersections of domains in practice, implementing theory into practice based on latest findings
- 13) SE researches own practice in either informal or formal design-based research
- 14) SE may be in progress of a Master's Degree or higher, shown evidence of implementing Masters learning, culminating project in the classroom, plans for next iterations of implementation in coaching/additional classes and a minimum of five years of experience at Amazing Grace and/or Renton Prep
- 15) SE has taught at least 3 grade levels and 4 subject content areas for full-year duration
- 16) SE has shown evidence of robust Digital Portfolio that goes above and beyond the minimum requirements
- 17) SE has represented Renton Prep and/or Amazing Grace in collaboration with other experienced educators in at least one conference or public-facing educational learning institution in a way that accurately reflects Renton Prep and/or Amazing Grace mission vision, and brand promise.
- 18) SE has engaged with community leaders, guest speakers, university connections, or outside professional learning networks to make direct ties with required curriculum, content, and standards
- 19) SE has been instrumental in creating policy for Renton Prep's handbook, hiring, interview protocol, admissions, uniform, structure, assessment practices (etc.).
- 20) SE has the ability to assist in parent/guardian meetings, faculty meetings, investigations, documentation reviews, creating behavior and academic contracts

21) SE is involved in interviewing and hiring process

Portfolio Completion Criteria must meet the following for this level:

- Completed LinkedIn Profile with four completed articles from the current school year that are free of grammatical errors:
 - Write an article on a Project Based Learning Experience that you designed. Include the process from Ideation to implementation in a way that another educator could replicate what you taught and guided in your classroom. Include links to student work in progress (screen shots) and final product (link), media, and a minimum of 3 photos, as well as how the work was assessed.
 - Write an article on a STEAM experience that you designed. Include the process from Ideation to implementation in a way that another educator could replicate what you taught and guided in your classroom. Include links to student work in progress (screen shots) and final product (link), media, and a minimum of 3 photos, as well as how the work was assessed.
 - Write an article with the title of your choice for area of passion that included a field trip. Include a minimum of three photos and references to work that supported your design and learning.
 - An article on something that failed and the learning that came from it. Include a minimum of three photos and references to work that supported your design and learning in the process.
 - An article on classroom management strategies with Technology, PBL, and/or STEAM – should include references to other social and emotional learning sources you used to create continuous improvement in your classroom.
 - An article on leadership, protocols, governance, teacher-leader, or broad topic relating to school leadership or global impact as a Showcase School
- Examples of tool use (7 total)
- Artifacts within the portfolio of articles published in LinkedIn demonstrate development toward Level 4 and Level 5 crossing at least 2-3 of the 6 dimensions in each as defined in the [21 CLD Rubric](#)
- Responds to critique and feedback identifying and making changes to cross more dimensions
- Evidence of being accepted as MIE Expert and applied to speak at professional conference.
- Evidence of leading professional development in some form