



**Part Time Assessment of Classroom Effectiveness (ACE) Observers – Fort Worth Teaching Fellows**

**Our Program**

The Fort Worth Teaching Fellows is administering the Assessment of Classroom Effectiveness (ACE), an innovative approach to certification that will use multiple streams of evidence to assess, and ultimately recommend, new alternate route teachers for a standard teaching certificate in the state of Texas. **The Fort Worth Teaching Fellows (FWTF) is currently seeking experienced educators to conduct a series of evaluative classroom observations of first-year alternate route teachers.**

**ACE Observer Role and Responsibilities**

ACE Observers are responsible for conducting classroom observations and evaluating alternate route teachers who are participating in the Fort Worth Teaching Fellows. Observers will be required to attend ~20 hours of initial training as well as 2-3 ongoing professional development sessions for the observer team. These trainings will be held virtually, consisting of conference calls and webinars. ACE Observers will also attend one-on-one check-in meetings with the FWTF Training and Instruction Manager as needed; these will be in-person meetings. ACE Observers will conduct 2-3 observations per assigned participant beginning in January 2012 and continuing through May 2012. The information gathered by the observers will aid in FWTF’s understanding of beginning teachers’ growth trajectory and form an important part of how we ultimately measure their effect on student learning. An ACE Observer is responsible for:

- o **Observing** each assigned teacher two to three times in the classrooms for announced and unannounced observations that will last 45-60 minutes per participant from January through May
- o **Evaluating** each teacher using the observation tool and writing a comprehensive observation report aligned to the Fort Worth Teaching Fellow’s standards for ratings and submitting reports electronically to the FWTF program
- o **Participating** in all required introductory and ongoing training, team meetings, and one-on-one check-ins
- o **Demonstrating** the ability to evaluate teacher performance based on FWTF’s observation rubric

<b>Dates</b>	<b>Activity</b>	<b>Time Commitment</b>
December 2011	ACE Observer training	~20 hours of training <i>(To be scheduled)</i>
January 2012 – May 2012	Classroom observations of assigned participants	4-8 hours/week of observation time (depending on number of teachers assigned to observer)
January 2012 – May 2012	2-3 Follow up team meetings for ongoing norming and professional development	3 hours per meeting <i>(Exact schedule to be determined)</i>
Schedule to be determined with individual observers	One-on-one check-ins with FWTF program staff	1-4 hour(s)/month

**Qualifications**

Successful ACE Observers are self-motivated with strong organizational skills and a commitment to improving teacher effectiveness for all students. The ideal candidate must also:

- Have a strong education background, content knowledge, and instructional skill set with a minimum of 2 years teaching experience in high-need schools
- Support alternate routes to teacher licensure
- Possess expertise in grades K-12 in one of the following content areas:
  - Bilingual Education
  - Math 6-12
  - Science 6-12
  - ELA 6-12
  - Social Studies 6-12
  - Special Education K-12
- Demonstrate a track record of meeting ambitious academic goals with students
- Have strong written and communication skills
- Possess the ability to provide effective, comprehensive written observation reports of new teachers
- Have experience piloting or improving teacher feedback/evaluation systems (*preferred*)

### Compensation

ACE Observers will receive a \$2500 training stipend for initial training and follow up meetings/individual check ins plus \$120 per visit per each participant observed throughout the year. (Each ACE Observer will be assigned ~12-15 teachers to observe two-three times between January 2012 and May 2012)

Projected 2011-12 Training Stipend Schedule for ACE Observers		
<i>*Note: Dates are tentative and subject to slight modification</i>		
Activity	Date	Amount
Initial Observer Training	January 2011	\$1000
Observations Round One and Follow Up Meeting #1	February/March 2011	\$750 + \$120 per participant visit completed
Observations Round Two and Follow Up Meeting #2	April/May 2011	\$750 + \$120 per participant visit completed

ACE Observers will be employees of The New Teacher Project, a non-profit consulting organization that is partnering with Fort Worth ISD to certify new alternate route candidates through the Fort Worth Teaching Fellows. For more information on The New Teacher Project, please visit [www.tntp.org](http://www.tntp.org).

### Application Instructions

If you are interested in becoming an ACE Observer, please email a one-page cover letter and resume to Lindsie Kole, at [lkole.tntp@gmail.com](mailto:lkole.tntp@gmail.com). **Applications will be considered on a rolling basis.**

The cover letter must specifically address the following questions:

- 1.) What is your definition of an effective teacher, and how would you quantify effectiveness?
- 2.) To what extent should a first-year teacher be held accountable for student achievement gains?
- 3.) Why do you want to become an evaluator who provides written feedback from observations to FWTF and program participants?

Please submit any questions or concerns electronically to the email address provided above.