

# Market Range Detail - Education Service Peer Evaluator

## Effective Date

January 9, 2012

## Market Range Title Description

Positions in this market range title are responsible for conducting teacher observations, assessing results and providing recommendations as part of the Rewarding Excellence in Instruction and Leadership (REIL) program. Education Services Peer Evaluators design and facilitate professional development programs with the goal of increasing teacher instructional capacity and enhancing student achievement. Work is performed under the direction of an Education Service Program Manager.

Typical job duties include: observing and assessing classroom performance for assigned group of teachers using the REIL Learning Observation Instrument; collaborating with administrators to establish educator goal plans for assigned teachers; working closely with teachers to develop strategies to achieve goals of delivering high-quality learning experiences for students that result in increased student progress and achievement; working with administrators to evaluate teacher progress and goal achievement; preparing evaluations and providing feedback to assigned teachers; assisting in interpreting all aspects of the REIL score; coaching teachers toward goal achievement; analyzing data from educator goal plans to design professional development and support systems to improve instructional effectiveness with increased student academic progress and achievement; leading assigned projects.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$28.85	\$34.07	\$39.29

## Likely Minimum Qualifications

- Master's degree in education or related field
- Five years of classroom teaching experience
- AZ Teacher Certification
- Passing score on STEP (Selecting Teacher's to Enter Pathways) screening
- Other combinations of education and experience may be considered in substitution for the minimum qualifications.

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.