BE A GAME CHANGER

AISD is building a team of talented, motivated, passionate game changers, and we want YOU!
1. Develop leadership for equity and inclusion
2. Practice transparent & effective communication with all stakeholders
3. Collect, analyze & use disaggregated data
4. Develop non-discriminatory, inclusive & supportive policies
5. Engage students & families
6. Engage all communities, particularly underserved & underrepresented
7. Apply research & evidence-based practices
8. Engage in ongoing cultural proficiency & inclusiveness development & training
9. Support & engage in culturally relevant teaching
10. Develop & implement equity-focused strategic planning, evaluation & budget allocations

To Learn More: [https://www.austinisd.org/equityoffice/framework](https://www.austinisd.org/equityoffice/framework)

#AISDGameChangers
AUSTIN ISD

OUR STUDENTS

- 29.6% White
- 7.7% Other
- 7.1% African-American
- 55.5% Hispanic

TOTAL STUDENTS: 80,100

OUR STAFF

- TOTAL STAFF: 10,544
- 1,711 Administrative and Professional Staff
- 3,321 Support Staff
- 5,512 Classroom Teachers

Employees may enroll their student in any AISD school.
BE A GAME CHANGER

Positions for the 2020-2021 school year are posted now!

There are vacancies in all many areas!
Visit our website today to view our vacancies and submit your application for the 2020-2021 school year.

www.austinisd.org/tad/careers

Our highest areas of need include:

• Teachers (Especially Special Education and Bilingual Education)
• Teacher Assistants
• Bus Drivers

#AISDGameChangers
AUSTIN ISD TEACHER PROFILE

**Equity Cultivator**
Creates and supports safe, individualized, inclusive, culturally responsive, academically engaging and equitable learning environments for all students.

**Collaborator**
Collaborates with colleagues, campus leadership and families to improve instructional practice, meet school goals and support all students.

**Instructional Facilitator**
Designs and delivers student-centered lessons that are well-organized. Proactively implements extensions and interventions to improve student learning.

**Lifelong Learner**
Seeks ongoing professional learning opportunities to enrich practices and overcome obstacles. Sets goals to enhance strengths and weaknesses.

**Relationship Builder**
Connects to and builds relationships with people from diverse backgrounds. Incorporates routines and procedures for effective classroom management and high expectations for all students.

**Reflective Thinker**
Utilizes a variety of tools and knowledge of students’ strengths and skills to design learning experiences. Demonstrates problem solving abilities through self-guidance and self-reflection.

**Data Driver**
Uses multiple points of data to measure, monitor and adjust student learning. Provides opportunities for specific feedback from a variety of sources.

**Innovator**
Inspires creativity in students and is open, willing, and able to implement an innovative school model.
PREPARING FOR AN INTERVIEW

• Apply Online

https://www.austinisd.org/tad/careers

• Certification (required for some positions)

https://tea.texas.gov/texas-educators/certification

• Virtual Interviews

#AISDGameChangers
BE A GAME CHANGER

AISD is Seeking Assistant Principals and Principals!

#AISDGameChangers
Instructional Leader
Talent Developer
Executive Leader
Culture Builder

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Apply to Pool
Complete HireVue
Complete Assessment Center
Apply and Interview

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COMPENSATION AND SIGN-ON BONUSES

Competitive Salaries

Sign-on Bonuses

• $1,500 for newly hired Sp.Ed Teachers
• $500 for newly hired Sp.Ed Teacher Assistants
• $1,500 for newly hired Bilingual Teachers

Stipends

• $3,500 annually for Bilingual Education Certified Teachers
• $1,500 annually for Special Education Certified Teachers and eligible staff
• $2,000 annually for National Board Certified Teachers

#AISDGameChangers
BENEFITS

Comprehensive Health Insurance
- Free Employee Only insurance option
- AISD contributes $125/mo to HSA
- Dental, Vision, Short-Term & Long Term Disability coverage
- Generous Personal, Sick, and Vacation Leave policy

Teacher Retirement & Social Security
AISD is the only area district that participates in both TRS & Social Security. This ensures our employees are taken care of after they retire.

#AISDGameChangers
**What positions are currently available in Austin ISD?**
- To see the positions available at Austin ISD, view the job postings at www.austinisd.org/tad/careers.

**Does the district provide avenues for alternative certification?**
- Austin ISD works closely with Region XIII and surrounding colleges and universities to provide avenues of alternative certification. If you have questions regarding the Region XIII alternative certification program, please call 512-919-5313. Also, you can view our certification information for teachers https://www.austinisd.org/tad/careers/teacher-certification

**Can I send in an application without specifying a position?**
- Yes, you can submit an application without listing a specific position.

**What happens to applications once they are received by human resources?**
- Once your application has been submitted, you will receive a confirmation email from human resources. It is not necessary to contact the human resources office regarding the status of an application. Once an application is complete, principals and/or department staff will review the application file for employment. If the principal or hiring manager would like an interview, you will be contacted.

For more FAQs visit https://www.austinisd.org/hr/newhire/faqs

#AISDGameChangers
CONTACT INFORMATION: AISD Talent Acquisition Team

- Abby Bridges (Elementary Area 1) | abby.bridges@austinisd.org
- Toni Mendez (Elementary Area 2) | toni.medez@austinisd.org
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- Norma Castillo (Director of Talent Acquisition) | norma.castillo@austinisd.org
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#AISDGameChangers
LEARN MORE ABOUT JOINING THE AUSTIN ISD GAME CHANGERS

www.austinisd.org/careers