

**USP IV.K.1.a Hired or Designated USP Position Credentials
SY 13-14**

Name	Hire/ Designate	Active Position	Race/ Ethnicity	Education/Area of Study	Certificates	Approved Areas and Endorsements	Experience
Desiree Cueto	Hired to carry out functions for the USP	Job # 15-0304 Job Code: 16515 Director Multicultural Curriculum	African American	<u>Education:</u> Master of Education – Counseling & Personnel Services	Guidance Counselor, PreK-12		<u>Experience:</u> <ul style="list-style-type: none"> • Director - Multicultural Curriculum Dates: 7/01/2014 – (Active) • TUSD/ MultiCultural Curriculum Integration Coordinator Dates: 9/10/2012 – 6/30/2014 • TUSD/College-Career Readiness Coordinator Dates: 2/16/2012 – 9/10/2012 • TUSD/Temp Counselor Dates: 11/19/2007 – 2/16/2012



CODE: 16515
UNIT: ADM
GRADE: 5-C
FLSA: Exempt

CLASSIFICATION TITLE
DIRECTOR MULTICULTURAL CURRICULUM

SUMMARY

Implements academic curriculum programs with district Certified Staff in selected academic areas. Works with all schools/department on curriculum and resource needs and ensures alignment of curriculum and resources. Works with appropriate departments, programs, and personnel to develop and implement strategies ensuring engagement and achievement for all Tucson Unified School District (TUSD) students.

MINIMUM REQUIREMENTS

Experience in Mexican American Studies, African American Studies, Cultural Studies, Urban Education, Multicultural Education or a related field

Arizona Administrator Certificate with a Structured English Immersion (SEI) endorsement, or eligibility to obtain such certification.

Arizona IVP fingerprint clearance card.

Five or more years of classroom teaching experience or administrative experience in a multicultural setting, which includes Mexican American Students

Three (3) years program management and/or supervisory experience.

Verbal & written communication skills in English and a demonstrated ability to read and comprehend written/graphic and oral instructions.

ADDITIONAL REQUIREMENTS AFTER HIRE

Proof of immunity to rubeola (measles) and rubella (German measles), or proof of MMR immunization.

PREFERRED QUALIFICATIONS

Master's or Doctorate degree in specific area of: African American Studies, Mexican American Studies, Cultural Studies, or Multicultural Education

Experience designing and implementing academic and/or social programs focusing on multicultural students

Experience writing grants, fund development, public speaking and presentation preparation

Experience developing and conducting student leadership groups

Active participation in culturally diverse social and civic organizations

Experience working with diverse urban populations

Administrative experience in an educational environment

ESSENTIAL FUNCTIONS

THE LIST OF ESSENTIAL FUNCTIONS IS NOT EXHAUSTIVE AND MAY BE SUPPLEMENTED.

Supervises the development and integration of multicultural and culturally relevant curriculum and instruction programs to ensure compliance with court orders, district policy, and state and federal law.

Coordinates with other TUSD departments such as African American Student Services and Mexican American Students Services to develop and implement strategies to ensure engagement by all TUSD students.

Adheres to all state curricular laws, regulations and guidelines. Serves as a resource to TUSD personnel regarding multicultural and culturally relevant curriculum and instruction laws, regulations, guidelines, governing board policies, and specialist rulings.

Serves as consultant to curriculum, instructional and other District committees to review policies, procedures and material to ensure cultural and historical sensitivity.

Assists TUSD personnel with planning and monitoring professional development related to multicultural and culturally relevant curriculum implementation and culturally responsive instructional practices. Researches multicultural and culturally relevant curriculum practices and applies knowledge of training best practices and instructional design principals.

Evaluates programs to determine if objectives have been met.

Initiates and conducts student/parent/community departmental and other District staff in-services and programs as require or needed.

Develops strategic and tactical program plans, including developing and administering annual budgets.

May represent the District in professional and community activities directly related to multicultural or culturally relevant curriculum programs.

Assists with common and benchmark assessment development, analysis, and implementation.

Prepares ad hoc reports as assigned.

Supervises assigned staff.

Adheres to all court orders, District policies and regulations, and state and federal laws.

MENTAL TASKS

Communicates. Comprehends. Performs functions from written and oral instructions and from observing others. Evaluates written materials.

PHYSICAL TASKS

Work involves the performance of duties where physical exertion is not normally required to perform all aspects of the job. Assistance is available as required to perform physically demanding tasks. Work involves sitting for extended periods of time, requires moving from one location to another, reaching, stooping, bending, and holding and grasping objects. Visual weakness must not prohibit the performance of assigned duties. Verbal communicative ability may be required of public contact positions.

EQUIPMENT, AIDS, TOOLS, MATERIALS

Utilizes office equipment such as telephone, computer, printer and copier.

WORKING CONDITIONS

Indoor. Office environment. Contact with employees, students and public.

CONTROL, SUPERVISION

Supervisory control of staff; which includes interviewing, selecting, training, directing and appraising work, handling employee complaints, disciplining staff, and providing for staff safety and security.

Job: 16515
New: 3/13
Rev: 4/14
USP Reviewed: 3/13, 4/14

**USP IV.K.1.a Hired or Designated USP Position Credentials
SY 13-14**

Name	Hire/ Designate	Active Position	Race/ Ethnicity	Education/Area of Study	Certificates	Approved Areas and Endorsements	Experience
Salvador Gabaldon	Designated to carry out functions for the USP	Job Code: Z16176 ACR Director- Culturally Responsive Pedagogy and Instruction (CRPI)	Hispanic	<u>Education:</u> Bachelors - English	Standard Secondary Education, 7-12 Principal	English * Spanish Bilingual, K-12	<u>Experience:</u> <ul style="list-style-type: none"> • TUSD/ ACR Director- Culturally Responsive Pedagogy and Instruction Dates: 3/12/2014 – (Active) • TUSD/Retired Language Acquisition Specialist 6-12 Dates: 8/10/2011 – 3/12/2014 • TUSD/Retired Teacher Dates: 8/09/2007 – 8/10/2011 • TUSD/Language Acquisition Spec 6-12 Dates: 8/11/2003 – 5/26/2007 • TUSD/Curriculum Specialist Dates: 8/11/1999 – 8/11/2003



CODE: 16176
UNIT: ADM
GRADE: 5-C
FLSA: Exempt

CLASSIFICATION TITLE

DIRECTOR – CULTURALLY RESPONSIVE PEDAGOGY

SUMMARY

Directs district wide culturally responsive pedagogy and practices to allow academic success for all students at Tucson Unified School District (TUSD).

MINIMUM REQUIREMENTS

Bachelor's Degree in related field

Experience in Mexican American Studies, African American Studies, Cultural Studies, Ethnic Studies, Urban Education, Multicultural Education or a related field

Five (5) or more years of any combination of teaching experience, administrative/supervisory or program management experience in a multicultural setting.

Verbal & written communication skills in English and a demonstrated ability to read and comprehend written/graphic and oral instructions.

PREFERRED REQUIREMENTS

Master's or Doctorate degree in specific area of: African American Studies, Mexican American Studies, Cultural Studies, Ethnic Studies or Multicultural Education

Experience designing and implementing academic and/or social programs focusing on multicultural students.

Experience writing grants, fund development, public speaking and presentation preparation.

Experience developing and conducting student leadership groups.

Active participation in culturally diverse social and civic organizations.

Experience working with diverse urban populations.

Administrative experience in an educational environment

ADDITIONAL REQUIREMENTS AFTER HIRE

Must hold the Arizona IVP fingerprint clearance card.

Proof of immunity to rubeola (measles) and rubella (German measles), or proof of MMR immunization.

ESSENTIAL FUNCTIONS

THE LIST OF ESSENTIAL FUNCTIONS IS NOT EXHAUSTIVE AND MAY BE SUPPLEMENTED.

Directs District-wide culturally responsive instructional strategies to meet the needs of all students, especially those at-risk.

Oversees the development and implementation of culturally responsible pedagogy.

Works with appropriate TUSD personnel to establish and implement district policies and procedures to have an equity based and culturally responsive curriculum and instructional services.

Directs educational approaches and practices which create and support inclusive learning environments utilizing learner centered approaches that emphasize students' cultural assets, backgrounds, social conditions, and individual strengths, while engaging families of students as partners in the learning process.

Collaborates with appropriate TUSD personnel to facilitate opportunities to create best practices in the classroom and/or school to coach and mentor students for academic success using culturally responsive pedagogy.

Collaborates with appropriate TUSD personnel to develop and implement curriculum and instruction focusing on cultural and historical experiences to engage all TUSD students.

Supervises the implementation of culturally responsive courses.

Responsible for development and oversight of budget.

Promotes inclusive practices, respect for diversity and equity among TUSD staff, students, and public.

Prepares and monitors assigned budgets.

Supervises assigned staff.

Represents the District in professional and community activities as directed.

Adheres to all court orders, state and federal laws, and District policies and regulations.

Prepares ad hoc reports as requested

Directs the collection and dissemination of information on available training sources for district wide personnel relating to Cultural Responsive Pedagogy and directs and coordinates the implementation.

MENTAL TASKS

Communicates. Comprehends. Performs functions from written and oral instructions and from observing others. Evaluates written materials.

PHYSICAL TASKS

Work involves the performance of duties where physical exertion is not normally required to perform all aspects of the job. Assistance is available as required to perform physically demanding tasks. Work involves sitting for extended periods of time, requires moving from one location to another, reaching, stooping, bending, and holding and grasping objects. Visual weakness must not prohibit the performance of assigned duties. Verbal communicative ability may be required of public contact positions.

EQUIPMENT, AIDS, TOOLS, MATERIALS

Utilizes office equipment such as telephone, computer, printer and copier

WORKING CONDITIONS

Indoor. Office environment. Contact with employees, students and public.

CONTROL, SUPERVISION

Supervisory control of staff, which includes interviewing, selecting, training, directing and appraising work, handling employee complaints, disciplining staff, and providing for staff safety and security.

M:JOB16176
New/Rev: 8/13
USP Rev: 4/14