

**GAME
CHANGERS**





BE A GAME CHANGER



AISSD is building a team of talented, motivated, passionate game changers, and we want YOU!



AUSTIN ISD'S EQUITY FRAMEWORK AND COMMITMENT TO EQUITY



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>

#AISDGameChangers

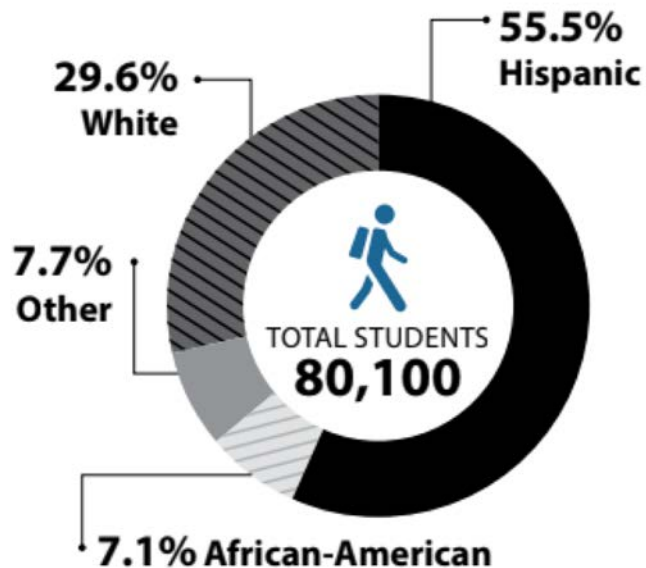




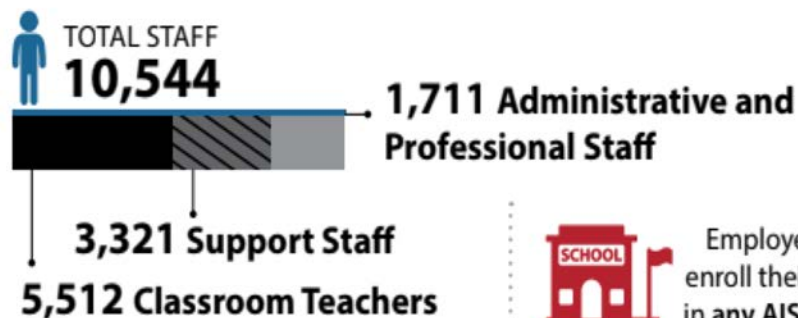
AUSTIN ISD



OUR STUDENTS



OUR STAFF



Employees may enroll their student in any AISD school.





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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

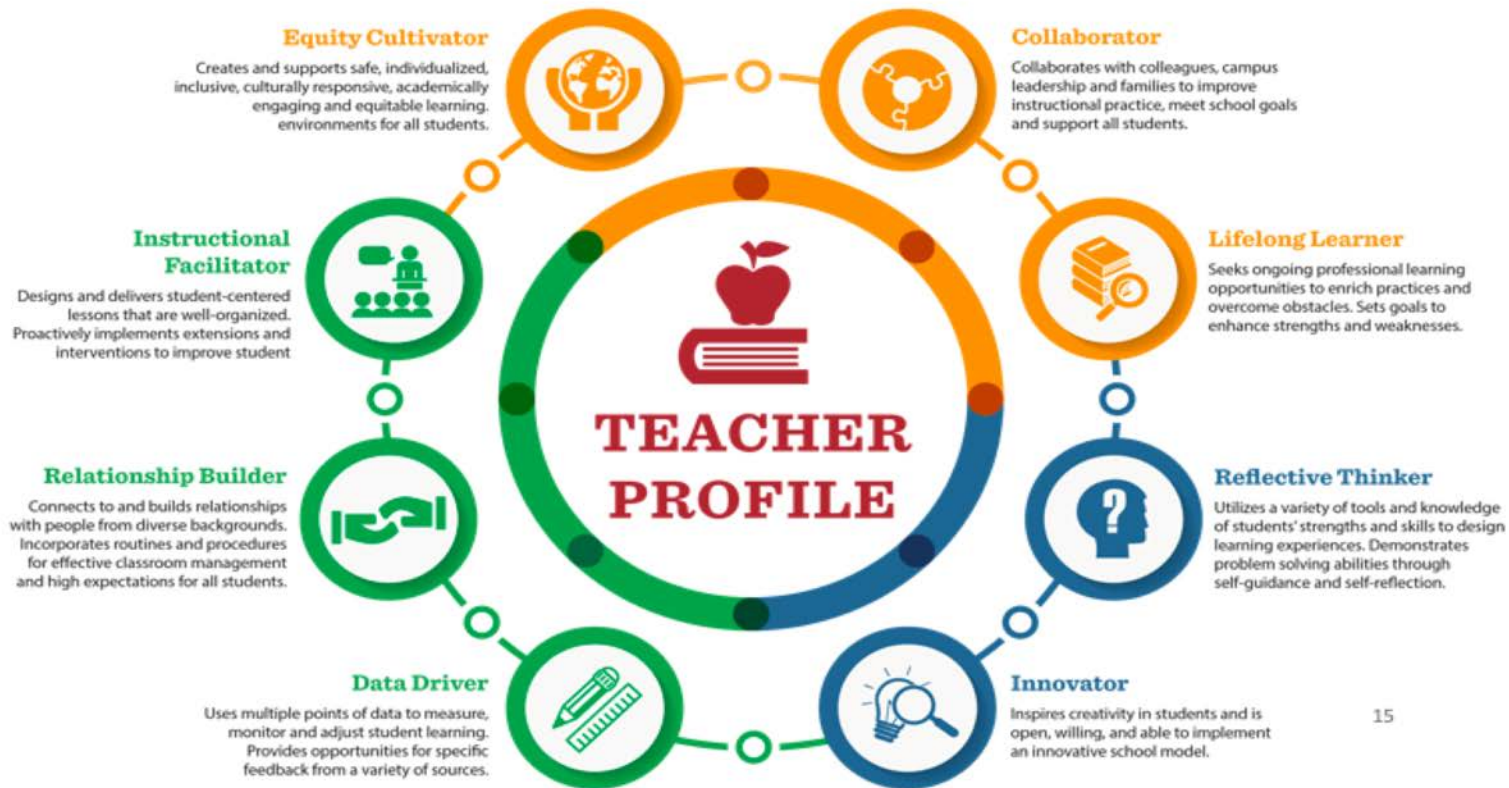
Our highest areas of need include:

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

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AUSTIN ISD TEACHER PROFILE





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!

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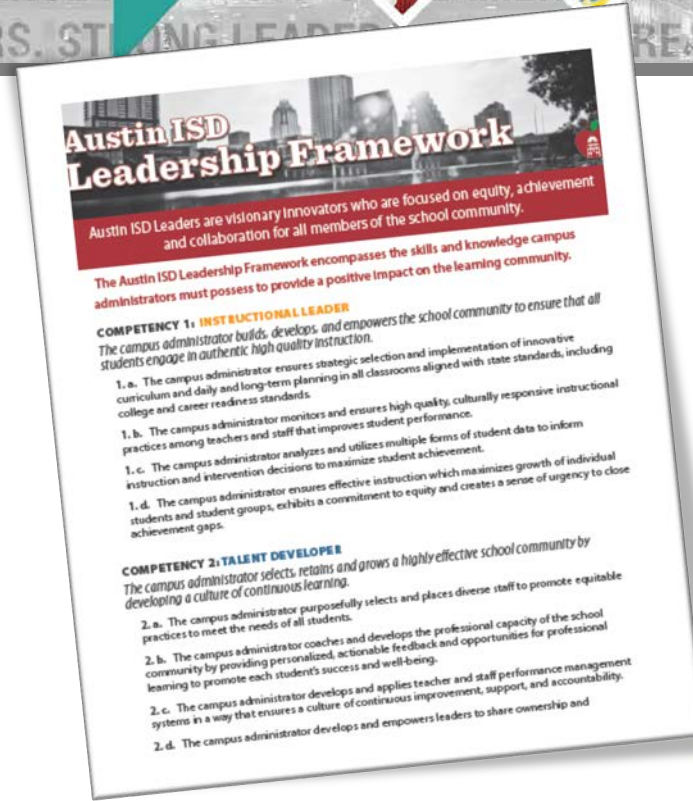


LEADERSHIP FRAMEWORK



Instructional Leader Talent Developer Executive Leader Culture Builder

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ASSESSMENT CENTERS



Apply to Pool
Complete HireVue
Complete Assessment Center
Apply and Interview

LEADERSHIP DEVELOPMENT
PRINCIPAL AND ASSISTANT PRINCIPAL SELECTION PROCESS

The following process guides campus leadership selection in Austin ISD. Interested applicants who are not currently principals in Austin ISD should reference the hiring process outlined below.

- 1. Apply for the 2020-2021 Pool**
Applicants will be screened for eligibility. Eligibility is based on education, certification, and experience.
- 2. Complete Online Interview**
Eligible applicants will be invited to complete an online interview.
- 3. Complete Assessment Center**
Eligible applicants will be invited to complete the appropriate assessment center. Participants will then be assessed to determine eligibility as a highly qualified 2020-2021 candidate.
- 4. Apply & Interview**
Apply to open campus positions. Highly qualified candidates selected through the appropriate assessment center can be invited to interview based on campus needs.

Recommendation for Hire and Board Approval

If you applied to a previous pool and were not selected to move forward in the process, you will need to reapply. For more information, please contact the Leadership Development Team at 512-414-3840.

Principal Assessment Center Dates: February 1st March 28th	Assistant Principal Assessment Center Dates: March 7th April 18th May 15th.
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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

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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.



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FREQUENTLY ASKED QUESTIONS



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>

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CONTACT INFORMATION: AISD Talent Acquisition Team



- Abby Bridges (Elementary Area 1) | abby.bridges@austinisd.org
- Toni Mendez (Elementary Area 2) | toni.mendez@austinisd.org
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- Pamela Carroll (Classified) | pamela.carroll@austinisd.org
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AUSTIN
Independent School District

REINVENTING THE
URBAN SCHOOL
EXPERIENCE



LEARN MORE ABOUT JOINING THE AUSTIN ISD **GAME CHANGERS**

www.austinisd.org/careers

