



CLASS TEACHER ROTATION POLICY

This policy was approved by the Governing Council on July 29, 2015.

Purpose

The purpose of this policy is to outline Mountain Phoenix's looping practices for teachers and students for pre-k through eighth grade. Looping means that a teacher stays with the class from year to year, as well as students staying in the same classroom make-up, with the same students for many years. As our school is inspired by Waldorf Education, we believe in the importance of Class Teachers remaining with students for multiple years. This practice fosters an environment for children to learn more deeply, a faculty that is enlivened through a changing curriculum, and stronger community relationships between students, teachers, and parents.

Faculty

At Mountain Phoenix children will ideally have one teacher for PreKindergarten, one teacher for Kindergarten, one teacher from 1st- 5th grade grade, and one teacher from 6th grade-8th grade.

Students

Students will typically remain with the same student body for 1st-8th grade, unless the class teacher in collaboration with the parents decide a move to another class best meets the needs of the child.

Exception Process

Exceptions to the Class Teacher Policy may be considered by the Director of Education for extenuating circumstances or because a teacher has requested to have a shorter or longer rotation with a class.

Shortening or Extending a Rotation Cycle

Teachers who feel it is in the best interest of the children and class to shorten or extend a cycle, must: Submit a request to the Director of Education by January 6th.

1. The Director of Education and/or designee (i.e. Personnel Council) will discuss with the teacher the needs of the class and past current evaluations of the teacher. They will then review the current organization structure to determine if a variance to the policy is possible.
2. If so, a discussion will occur that includes the DE and all class teachers affected by the possible change to determine if this is in the best interest of the classes involved and the school as a whole. The DE and all teachers affected will come to a consensus agreement on the exception. If consensus agreement cannot be reached in a timely manner, then an exception will not be granted. The usual rotation 1-5 and 6-8 will continue for all designated teachers if the most recent teacher evaluation recommends continued employment in that area. If the most recent teacher evaluation does not recommend continued employment in that position, then the teacher is eligible to apply to other open positions in the school.
3. The Director of Education and/or Personnel Council will give their recommendation for any exception to the Governing Council by the regular March GC Meeting.

*The Director of Education/Personnel may also initiate a conversation with a specific teacher about shortening or extending a rotation cycle, based on the needs of classes, teacher evaluation, and/or training and skills of individual teachers.

POLICY HISTORY

Original: proposed by the GC on June 24, 2015.



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