

FIELD SUPERVISORS/TEACHING ASSOCIATES JOB DESCRIPTION

Ed Admin/Teacher Certification

Updated: November 2025

The current Field Supervisor/Teaching Associate base monthly minimum rate is \$5,597.00, with annual merit-based increases, when applicable. The current compensation model for this position is 0.03FTE per teacher candidate, up to a maximum of 1.0FTE, which is a per-pupil minimum of \$167.91/student/month.

UW Tacoma is a growing, urban-serving university that is deeply invested in its local communities. The UW Tacoma School of Education (SOE) is seeking applicants for current or former PK-12 classroom teachers or school leaders to serve as Field Supervisors in our Educational Administration Program (Ed Admin) and/or Teacher Certification Program (TCP) to mentor and support our diverse students (hereinafter referred to as “candidates” or “interns”) as they seek Washington State professional certification. We are seeking applicants with a demonstrated commitment to equity and experience with action research, inquiry-based practices, and/or teacher research. The SOE’s mission is to prepare ethical and reflective educators and leaders who transform learning, contribute to the community, exemplify professionalism, and promote diversity. Learn more about the SOE by visiting our website: tacoma.uw.edu/soe

Field Supervisors/Teaching Associates (hereinafter referred to as “Field Supervisors”) are the primary advocates and contacts for our candidates during their field experiences in local and regional PK-12 partner schools. They act as a liaison between candidates, key UW Tacoma personnel (Administrator of Office of Field Placements and Partnerships (OFP&P), Faculty Program Directors, Certification Officer, Academic Advisors/Recruitment & Retention Specialists), and PK-12 educators (Mentor Teachers, School Administrators) throughout the candidates’ field experiences. Field Supervisors also operate as a collaborative team, supporting each other and program leaders to support the success of candidates through program completion.

Field Supervisors directly report to the OFP&P Administrator with accountability to the assigned Program-Area Clinical Coordinator and relevant Faculty Program Director. Per the UW Faculty Code, Field Supervisors also have accountability to the Dean, Elected Faculty Council, and voting faculty. Annual reappointment for Field Supervisors is possible depending on enrollments, funding, program needs, and satisfactory performance. Note: these are part-time academic personnel positions that are not tenure-eligible nor tenure-leading.

Field Supervisors assume the primary responsibility for supporting and evaluating each assigned candidate’s fieldwork and intern experience such as establishing clinical practice/fieldwork expectations, assessing strengths and growth areas, and *developing and implementing improvement plans for candidates having difficulties meeting field experience expectations*. Field Supervisors will also support candidates to successfully complete certain program-specific certification requirements- see sections below for examples. Moreover, Field Supervisors support Mentor Teachers/School Administrators/Preceptors to understand and complete their part in these field-based activities and requirements.

Note: exact assignments and caseload will depend on enrollments and will be assigned by the Administrator of the Office of Field Placements & Partnerships in consultation with the Director of Operations. Regular travel between the duty station and partner schools is required to meet program needs. Mileage and other eligible travel-related expenses will be reimbursed according to the school's and UW's reimbursement policies. UW Zoom accounts are also provided to enable additional options for regular interaction with candidates in their placements.

Primary Responsibilities and Duties of Ed Admin / TCP Field Supervisors:

Primary Responsibility	Primary Duties		% of Time
Support Candidates <i>Mentor, supervise, and evaluate assigned candidates to have successful placement experiences.</i>	<ul style="list-style-type: none"> • Regular Contact: Support/respond to candidates through one to two onsite visits per quarter (more may occur, if additional needs are identified with OFP&P Administrator and/or Clinical Coordinator). Regular contact through video/phone/UW email may take place based on intern needs. • Observe/Coach: Observe activity in the field; engage in reflective dialogue and provide constructive feedback; maintain records of key topics addressed. • Learning Team (Triad) Meetings: Facilitate formal and informal three-way check-ins between interns, district mentors, and the Field Supervisor to collaboratively identify candidate strengths, areas of growth, and to develop focused goals toward independent professional practice. • Feedback: Provide formal and informal feedback, evaluations, and engage the candidate in self-reflection on growth areas, course assignments, and overall progress against standards using program-specific tools and resources such as: 		80%
	TCP: <ul style="list-style-type: none"> • Time logs • Track <i>Standards for Essential Skills and Dispositions</i> development • Review and respond to <i>Reflective Seminar</i> reflection assignments • Complete quarterly triad meeting reflections • Tools for <i>Formal Lesson Observation Cycles</i>: <ul style="list-style-type: none"> ○ <i>Planning Template</i> ○ <i>Post-Lesson Reflection</i> 	Ed Admin: <ul style="list-style-type: none"> • Time logs • Quarterly reports • Quarterly plans • Provide feedback on internship assignments • <i>Professional Growth Plan</i> • Résumé/CV development 	
Document and Share Progress <i>Share regular progress of</i>	<ul style="list-style-type: none"> • Updates: Document and communicate regularly with program leaders regarding candidate progress. Document and report any concerns with program leaders and academic 		10%

<i>candidates with program leaders and mentors (and other off-site personnel) as needed.</i>	<p>advisor/recruitment-retention specialists as soon as possible. TCP only: maintain tracking documents updates for each candidate.</p> <ul style="list-style-type: none"> • Recommendations: You may choose to write letters of recommendation and/or complete confidential reference forms as requested by candidates. 	
<p>Program Support: <i>Attend events, meetings, and orientations</i></p>	<ul style="list-style-type: none"> • Attend Field Supervisor orientation and or periodic emergency/mandatory meetings as requested by the OFP&P Administrator or the Office of the Dean staff. • Programs will host periodic meetings across the academic year for field teams to review their collective work. Field Supervisors are strongly encouraged, but not required, to attend. • You are invited, but not required, to attend program-specific events geared toward candidates, such as orientations, meetings, and reflective seminars. • You are invited, but not required, to attend faculty/staff program-area meetings and dedicated events. 	10%

Program	# of On-Site Visits Per Quarter	Number and Type of Assessments Per Candidate, Per Quarter
Ed Admin	One to two monthly visits for each candidate	<p>Autumn: One to two site visits</p> <p>Winter: One to two site visits</p> <p>Spring: One to two site visits</p>
TCP	One to two monthly visits for each candidate	<p>Autumn: One to two site visits which include at least one triad reflection meeting and one formative assessment of teacher intern teaching practices</p> <p>Winter: One to two site visits which include at least one triad reflection meeting and one formative assessment of teacher intern teaching practices</p> <p>Spring: One to two site visits which include at least one triad reflection meeting and one formative assessment of teacher intern teaching practices</p>