Unified Job Descriptions Take Shape in APS

When he arrived on the scene earlier this summer, Aurora Public Schools Superintendent Rico Munn emphasized that he was not looking to reinvent the wheel. He did, however, indicate a need to accelerate the pace of student achievement.

One of his first priorities has been to encourage staff members to think about their jobs and how each one relates to the goal of student achievement. Be it principals, teachers or bus drivers, everyone in APS has the same job. To cement that idea, Munn asked all staff members and the APS Board of Education to create a three-sentence job description.

• The description begins with a universal responsibility: “My job is to accelerate learning for every APS student, every day.”
• The next sentence, which starts with, “I do my job by …” explains how each staff member specifically accomplishes this based on their role in APS.
• The description ends with, “My community needs me to do my job.”

For third grade teachers at Vista PEAK Exploratory P-8, the assignment didn’t end with them. After discussions with their students about the importance of meeting community expectations, students created their own versions of the job descriptions.

“In establishing our classroom community, we talked about the necessity for everyone to do their unique part to make a better whole,” Vista PEAK teacher Jennifer Gant said.

Staff members have placed their unified job descriptions on display in schools and buildings throughout the district.

“My job is to accelerate learning for every APS student, every day. I do my job by making sure we have the right people, doing the right work, with the right resources in the right way. My community needs me to do my job.”

– Rico Munn,
Superintendent

“Our job is to accelerate learning for every APS student, every day. We do our job by advocating for the success of all students through effective governance, serving as good stewards of taxpayer dollars and being responsive to our stakeholders. Our community needs us to do our job.”

– APS Board of Education