The Policy Enactment in Ontario schools: Teacher professionalism in practice project is seeking a Postdoctoral Fellow. The purpose of the study is to understand how teachers interpret laws and policies that regulate their professionalism, why and how they adopt/resist policies and how they translate professional expectations set out in law and policy into their daily practice. Set within the context of the regulatory regime that has governed teacher professionalism in Ontario between 1995 and 2020, the study focuses on the translation of professionalism policy into teaching practice using policy enactment theory (Ball, Maguire, and Braun, 2012).

The central questions driving this study are: How do teachers enact their professionalism in the changing legal context of education? How do the laws and policies that regulate teachers’ conduct construct “teacher professionalism”? What philosophical conceptions of the “professional teacher” are embedded in Ontario’s regulatory regime? How do Ontario educators understand and interpret expectations for professional conduct contained in education statutes, case law and policies? How do Ontario educators translate and enact these expectations for professional conduct in their daily practice?

Policy Enactment in Ontario schools explores how legal/policy obligations translate into the real, school life of teachers, and how teachers interpret their professional obligations in their work context. This study will provide teacher educators, professional governing bodies, professional associations, teacher federations, and public policy-makers, across Canada, with data on the uncertainties and complexities of professional teaching practice which will inform public policy-making and professional governance in this area. Dissemination plans include: conference papers; journal articles; short videos; web-based, social media, and email bulletins.

The Postdoctoral Fellow will work with the sole Principal Investigator, Dr. Theresa Shanahan along with research assistants. The project is funded by a SSHRCC Insight Grant.

Objective:
As a researcher affiliated with the Policy Enactment in Ontario schools: Teacher professionalism in practice project in the Faculty of Education at York University, with the guidance of Dr. Theresa Shanahan, and within the bounds of the Research Project mandate, the Postdoctoral Fellow in Education Policy will assist in coordinating research activities and participate in all facets of carrying out the project. The Postdoctoral Fellow will supervise Doctoral and Masters RAs; coordinate and conduct interviews; coordinate organization and transcription of data; participate in coding and analysis of data; assisting with KMb activities including the creation of videos, webpage/blog, bulletins; assisting with the management of the document database; co-authoring and presenting research results to academic and non-academic audiences including co-authoring a journal article; teaching opportunities up to a maximum of a 1.0 full course equivalent per year, with payment for any assigned teaching responsibilities may be available.

Value: $50,000 per year plus benefits for one year.

Description:
Key responsibilities of the Postdoctoral Fellow in Education Policy include:

- Coordinating project research activities;
- Supporting Masters and PhD research assistants;
- Managing the collection of data, arranging/conducting interviews, coordinating transcriptions, and organizing analysis of data;
- Assisting with KMb activities including the creation of videos, webpage/blog, bulletins;
- Assisting with the management of the document database;
- Co-authoring and presenting research results to academic and non-academic audiences including co-authoring a journal article;
- Teaching opportunities up to a maximum of a 1.0 full course equivalent per year, with payment for any assigned teaching responsibilities may be available.
Qualifications and Skills:
- Applicants must have completed all requirements for a PhD in education, sociology or other relevant discipline;
- Experience in policy enactment theory and research method is preferred.
- Experience or training in project management and conducting interviews would be advantageous.
- Experience or training in website creation or social media communication would be an asset.

Application details:
To apply for this position, please submit a cover letter, detailed and up to date CV and names and contact information of 3 referees.

Please submit all documents by email to Theresa Shanahan at tshanahan@edu.yorku.ca by May 30, 2020.

Only those applicants selected for consideration will be contacted. Interviews will be conducted via telephone or Skype or Zoom.