

## VERSÃO EM INGLÊS DO EDITAL

SCHOOL OF EDUCATION (FE-USP)

FEUSP CALL n. 41/2024

OPENING OF APPLICATIONS FOR THE PUBLIC TENDER AND ANALYSIS EXAMINATION OF TITLES AND OTHER EXAMS FOR THE PROVISION OF 01 (ONE) DOCTOR PROFESSOR POSITION, IN THE DEPARTMENT OF SCHOOL ADMINISTRATION AND ECONOMY OF EDUCATION (EDA) OF THE SCHOOL OF EDUCATION OF THE UNIVERSITY OF SÃO PAULO.

The Dean of the School of Education of the University of São Paulo (USP), hereby informs all those interested, as decided by the Congregation in session held on June 27<sup>th</sup> 2024, that applications will be open for a period of 60 (sixty) days, starting at 8 AM (Brasilia time) on the July 3rd 2024 to 5 PM (Brasília time) on the September 2nd 2024, to the public tender and analysis of examination of titles and other exams to fill 01 (one) position of Doctor Professor, reference MS-3, in RDIDP, of post # 1242938, with the monthly salary of R\$ 15.498,97 (fifteen thousand, four hundred ninety-eight reais, and ninety-seven cents) as of May 2024, within the Department of School Administration and Economy of Education (EDA), in the area of School Administration; in accordance with art. 125, the first paragraph of the General Regulations of University of São Paulo (USP), and the Pedagogy and Teaching degree courses and respectively program(s) that follows:

- **EDA0695 - Theories of School administration in Brazil:** classical theories of administration: historical context, economical and political fundamentals (Taylor and the scientific administration of work; Henry Fayol e the basis of administration and organizational management; Elton Mayo e the School of human relations: the transition to a theory of managing conflicts; impacts on the educational field: first formulations of school administration); Modern theories of administration (Behavioral theory Theory of organizational development, Systemic theory , Structural theory, Impact on the educational field); Reorganization of capitalism and contemporary theories (Theory of networks: centralization and decentralization; rationality, productivity and efficiency: total quality and competencies); The postmodern in the theories of administration: the theory of networks as an element of articulation of human relations at school, aspects of classical theory and modern theories; Assessment as a social control method; Practices and critical concepts in contemporaneity.

- **EDA0697 - Fundamentals of Assessment Systems and School Units:** system assessment and school units assessment in the scope of educational assessment and educational public policies; General characteristics of assessment educational systems; General characteristics of assessment of school units and institutional assessment; educational grids, assessment instruments and procedures; treatment of results, proficiency scales and pedagogical interpretations of results; associated factors and explanatory models of results; Policies for the use and publication of results; analysis of case studies from different assessment educational systems: Pisa, Saeb (Aneb e Anresc/Prova Brasil), Provinha Brasil, Saesp and Prova São Paulo, among others.

- **EDA0696, EDA0696 - School unit management:** the school as an object of study; Organizational studies on the school; Ethnographic studies on the school; School and Social justice; The relationship between equality under the law and learning at school; between school; The debate on efficient schools; Successful schools which attend vulnerable populations; the Political Pedagogical Project

(PPP) and institutional assessment of the school; the PPP and the organization of work in the school; Institutional assessment of the school; the PPP and the participation of the school community; Education the primary teacher: career and assessment; Analysis of the structure of functions/positions and salaries in the teaching career in Brazil: work hours, salary structure, career plans.

- **EDA0221/1221 – Politics and Organization of Basic Education I (POEB I);**

- **EDA0222/1222 – Politics and Organization of Basic Education II (POEB II);**

- **EDA0463 – Politics and Organization of Basic Education in Brazil (POEB);**

With the respective programs for the courses of POEB, POEB I e POEB II: The State, Public policies and Education. 2. Brazilian Education: legislation, structure and organization (levels and segments of teaching). 3 Limits and possibilities of the right to education. 4. Financing of education in Brazil. 5. Assessment systems and implications for Basic education.

**EDA1222 - Politics and Organization of Basic education II – POEB II (Pedagogy):** 1. Differences in accessing, permanence and learning in the school system: social class, gender, race, ethnicity, culture and individual differences based on deficiency or other conditions. 2 Current issues on public policies of education: full time schooling; cycles and continuing progress; education plans, National Educational System and collaborative system; and public-private sector partnerships. 3. Education in school and non-school settings.

Countrified education; *quilombola* education; social education in the street; Education in spaces of deprivation and restriction of freedom; and others. 4 Equity policies and policies towards tackling: complementary programs for Basic education: feeding, transport, didactic books, school health, uniforms, etc.

**EDA0463 – Politics and Organization of Basic Education in Brazil (Teaching degree courses):**

1. Social role of education and the nature of the school institution: how the school system is inserted in social production and reproduction.

2. The Right to Education, citizenship, diversity and the right to difference.

3. Organization and Legislation of Basic education in Brazil: historical, political and social aspects.

4. Planning and current situation of education.

5. Financing of education.

6. Managing teaching systems.

7. The school unit: management and pedagogical project; Practicum as a curricular component: a) guided reading of bibliography (basic and complementary ones); b) Producing annotations, reviews, summaries, reports, essays, etc.);c ) scheduled specific activities for the courses (bibliographical research, photos, movies, etc.); d) Interviews with professionals in the area; e) Planning visits to school and non-school settings; f) Field researches; g) Organizing seminars, posters, leaflets related to the themes of the courses; h) Analyzing and /or producing videos (with educational aims).

8. Internship activities: a) Observing activities developed by school staff: directors, coordinators, teachers and other workers in public and private schools (preferably in public ones) and other educational settings; b) Conducting interviews with educational workers in relation to the themes of the courses; c) Reading the school documents (Political and pedagogical project, students' reports, class diaries, legal national guiding documents, among others; d) Observing pedagogical meeting in public and private schools (preferably in public ones) e) Observing students doing activities in public and private schools (preferably public ones); f) Observing meetings in different school levels (school councils, teachers' meetings, class/students' council); g) Observing participatory actions of the local community (projects, meetings, committees) in public and private schools (preferably public ones); h) Observing the services and modalities (EE, EJA, Projects etc.) and physical spaces (library, courts, patios, laboratories, etc.) in public and private schools (preferably in public ones); i) Mapping of school data (rooms, students' groups, teachers, workers, students); j) Observing coordination activities with teachers (HTPC); k) Observing assessment activities done in public and private schools (preferably in public ones).

The public tender will be ruled by constitutional principles, notably that of impersonality, as well as by the Statute and General Regulations of the University of São Paulo and the Regulations of the School of Education.

1. Applications must be made exclusively at the link <https://uspdigital.usp.br/gr/admissao> in the period indicated above, and the candidate must apply by addressing to the Dean of the School of Education of USP. The application form must contain personal data and the specialty of the Department to which it competes. The following documents are to be attached:

I - detailed Curriculum Vitae and proof of the published works, of the activities carried out pertinent to the public tender, along with any other information that allows the evaluation of her/his merits, in digital format.

II - proof that she/he holds the title of Ph.D. or Doctorate granted by USP, recognized by USP or of national validity;

III - proof of discharge with military service for male candidates;

IV - electoral discharge certificate or detailed certificate issued by the Electoral Court less than 30 days before the start of the application period;

V - official identification document.

§ 1<sup>st</sup> - Proof elements referred to in item 1 such as scale models, art pieces or any other materials which cannot be digitalized must be presented until the last day before the beginning of the tender exams.

§ 2<sup>nd</sup> - Dropbox, Google Drive links or any other links to sites or online pages will not be accepted as proof of items indicated in the CV.

§ 3<sup>rd</sup> - As requested in item II, defense minutes without the information about the period of homologation of the Doctorate degree (if this depends on the Institution which will issue the title) will not be accepted and therefore, the application will be invalidated.

§ 4<sup>th</sup> - Professors working at USP are not required to present information requested in items III and IV provided that they have already presented them for their initial work contract.

§ 5<sup>th</sup> - Foreign candidates do not have to attend what is requested in items III, IV and V. Foreign candidates must attach proof of her/his regular situation in Brazil.

§ 6<sup>th</sup> - The foreign candidate which is approved in the tenor and indicated to fulfill the position will only take over if they present a temporary or permanent visa, which grants her/him permission to work in Brazil.

§ 7<sup>th</sup> - At the time of application, candidates who have any special needs must make a request so that the necessary conditions for doing the exams can be supplied.

§ 8<sup>th</sup> - The candidate is totally responsible for uploading each document in the specific fields indicated by the system at the link <https://uspdigital.usp.br/gr/admissao> . The application will be invalidated if documents are uploaded in incorrect fields.

§ 9<sup>th</sup> - The candidate is totally responsible for attaching full legible documents (front and back pages). The application will be invalidated if the candidate does not correct any uploading irregularity of an incomplete or illegible document during the period of application.

§ 10<sup>th</sup> - Documents uploaded after the period of application will not be accepted, even in the case of an appeal requested by the candidate.

§ 11<sup>th</sup> - At the time of application, the candidate who declares himself/herself black, brown or indigenous has to manifest his/her interest in participating in the differentiated punctuation, in accordance with item 11 and its paragraphs in this call.

§ 12<sup>th</sup> - In order to be eligible for the points related to black or brown self-declared candidates, the candidate needs to show phenotypic traits which characterize him/her as black or brown.

§ 13<sup>th</sup> - The self-declaration as black or brown made by the candidate who manifests his/her interest in participating in the differentiated punctuation is subject to confirmation by an hetero identification committee.

§ 14<sup>th</sup> - If the color/ethnicity racial identification is not confirmed, the candidate will be eliminated from the tender and, if he/she had assumed the position, his/her nomination will be annulled after the administrative procedures which guarantee him/her the right to appeal and full defense, without prejudice to other suitable penal sanctions.

§ 15<sup>th</sup> - In order to confirm the self-declaration of an Indigenous candidate, the administrative register of indigenous birth (RANI, in Portuguese) is required at the time of application; or, if the candidate does not have his/her own document, the administrative register of indigenous birth of one of his/her parents is accepted.

§ 16<sup>th</sup> - Exceptional situations may be evaluated by the Belonging and Inclusion Committee, which may admit the confirmation of self-declaration of the indigenous candidate through the submission of both a report *and* racial belonging declaration signed by the head of the indigenous community (*cacique*) or aboriginal community (*tuxaua*), or by other leaders of communities, associations and/or organizations that represent the indigenous peoples of the candidate's region, under penalties of Law.

§ 17<sup>th</sup>- The current norms for presenting the documents referring to the self-declaration as black, mixed race (*pardo*) and indigenous, as well as for its confirmation are available in the General Regulations of University of São Paulo (USP) at: <https://secretaria.webhostusp.sti.usp.br/?p=12343> .

§ 18<sup>th</sup> - For item III, the documents accepted are listed under the article 209 of the Federal Decree nº 57.654/1966. Male candidates who have turned 45 (forty-five) years old until December 31st of the previous year preceding the opening of applications do not have to present proof of discharge with military service.

The applications will be judged by the Congregation of the School of Education of the University of São Paulo in its formal aspect and the decision will be published in a public notice.

Single paragraph - The public examination shall be held within thirty to one hundred and twenty days, from the date of publication in the Official Gazette (*Diário Oficial do Estado*) of approval of the applications, according to article 134, single paragraph, of the General Regulations of USP.

2. The competition shall be carried out according to objective criteria by the method of test scores, in two phases:

1<sup>st</sup> phase (eliminary) - written exam (weight 4)

2<sup>nd</sup> phase:

I) - Curriculum Vitae with public evidence of argument (weight 3)

II) - Didactic Exam (weight 3)

§1<sup>st</sup>: The convocation for the examination of those who applied for the position will be published in the Official State Gazette (*Diário Oficial do Estado*).

§2<sup>nd</sup>: Candidates who arrive after the exams have started will not be allowed to do them.

§3<sup>rd</sup>: In the evaluation process of exams by the Assessment Committee, it will be considered the goal exposed for the opening of the position (the teaching vacancy) to which the current tender is destined, available in the attachment of this current call.

#### **I – First Phase: WRITTEN EXAM**

1. The written exam will deal with matters of general and doctrinal order and will be carried out according to the provisions of art. 139 and its single paragraph, of the General Regulations of USP.
2. Only successful candidates in the first phase will participate in the second phase.

#### **II – Second phase: PUBLIC ORAL EXAM, ANALYSIS OF CURRICULUM VITAE AND DIDACTIC EXAM**

##### **PUBLIC ORAL EXAM AND ANALYSIS OF CURRICULUM VITAE**

3. The judgment of the curriculum vitae, expressed by a global grade, including judgment and evaluation, shall reflect the merits of the candidate.

Single paragraph - During the analysis of curriculum vitae, the commission shall appreciate:

I - scientific, literary, philosophical, or artistic production;

II - university didactic activity;

III - activities related to the provision of services to the community;

IV - professional or other activities, when applicable;

V - diplomas and other university dignitaries.

##### **DIDACTIC EXAM**

4. The didactic exam will be public, with a minimum duration of forty and a maximum of sixty minutes, and will cover the program of the area of knowledge mentioned above according to the terms of article 137 of the General Regulations of USP.

##### **SECOND PHASE ASSESSMENT**

5. At the end of the assessment of the exams, each candidate will have from each examiner a final grade that will be the average of the grades awarded by her/him in both phases.
6. The result of the public tender will be proclaimed by the judging committee immediately after its end, in a public session.
7. Candidates who have obtained a minimum average grade of seven from the majority of examiners will be considered qualified.
8. The public tender will be valid immediately and only the candidate indicated by the competition will have the position.
9. The candidate will be called to assume the position by an official publication in the Official Gazette of the State (*Diário Oficial do Estado*).

10. Further information or access to norms related to the tender are available for consultation at the Academic and Technical Department of the School of Education, email [atacfe@usp.br](mailto:atacfe@usp.br).

## **INDIVIDUAL WORK PLAN**

### **TEACHING**

The candidate hired for the position will teach, at least, 2 groups of students per semester in the following courses:

- EDA0695 - Theories of School Administration in Brazil;
- EDA0697 - Fundamentals of Assessment of Systems and School Units;
- EDA0696 - School unit management
- EDA0122/0222 – Politics and Organization of Basic Education I ;
- EDA0122/0222 – Politics and Organization of Basic Education II;
- EDA0463 – Politics and Organization of Basic Education in Brazil.

Such courses are related to mandatory and optative ones, as part of the political pedagogical project of FEUSP and of the formative tracks. There are no professors in the department who work in the area to attend to the current demand of students, due to the numerous retirements in the last years, especially related to this area.

The hired professor will also have to supervise 30 hours of internship activities and 20 hours of practicum as a curricular component. It is also expected that the professor will participate in programs development by the Rector, such as PUB and PEEG, besides supervising final course written assignments(TCC) and introductory scientific research assignment (IC).

As for indicators and deadlines, the hired professor has to follow the teaching profile described in the Academic Project of FEUSP, which demands, for the 5 initial years, participation in the activities of the unit, as well as with research groups of CNPq and representing the unit not only in internal activities but also in external ones.

### **RESEARCH AND INNOVATION**

The hired professor will have to develop innovative research related to the themes in the area of School Administration. Besides, it is also expected that the professor contributes to the assessment and formulation of public policies in the area.

Concerning indicators as described in the Academic Project, in the first five years, the professor is expected to:

- supervise 3 research papers/assignments (IC, TCC, master dissertation or phd thesis);
- participate in 3 viva sessions (undergraduate or graduate levels); tender or worker selection processes; writing evaluating reports *ad hoc*; providing scientific counseling to journals, etc.;

- 3 publications (articles, books, book chapters, etc.);
- 1 participation in, or coordination of, a research group at CNPq, development of post-graduate research or internship; participation in (or coordination of) a national or international research project.

### **CULTURE AND EXTENSION ACTIVITIES**

The work developed by the professor is expected to contribute with the dissemination of the extensive programs. It is also expected that the professor participates in the Municipality Teachers Program, in the USP 60+, besides giving lectures, providing consultancy and engaging in extension projects in order to meet the indicators described in the Academic project - FEUSP.

### **EXPECTED OUTCOMES WITH THE PROVISION**

The work developed by the hired professor will directly impact the education of the future teachers, concerning research, innovation, and public policies formulation in the area of School Administration and in the culture and extension activities. This is a central area in the Department, through which several students are attended in the Pedagogy degree as well as in the 11 teaching courses degree carried out in the unit, in integration with the Teaching Education Program of USP. It will also impact on the recomposition of the teaching staff and on the research field in the department, with new research leaders, with more sponsored projects sponsored finance, greater capillarity in the research networks and protagonist in the national scenario, besides amplifying the international presence. In the long term, it is expected to broaden the level of excellence which is a characteristic of the work developed in the department, mainly with proposals of innovative research in the area of School Administration.