



Role: Physics & Biology Teacher

Organization: Collegiate Charter High School of Los Angeles

Start date: July 16, 2019

About the Organization

Collegiate Charter High School of Los Angeles is a public nonprofit high expectations college preparatory school in East Los Angeles serving grades nine through twelve. We believe that **all** children, regardless of race, socioeconomic class, country of origin, or disability can achieve at high levels when they have access to high quality K-12 education. Collegiate's small school model features a rigorous academic program, an extended day and year, individualized interventions and supports to meet all scholars' needs, and intensive college advising to ensure that 100% of our scholars attend and graduate from the four-year colleges of their choice.

Collegiate opened in August 2015 with 9th grade, now serves 170 scholars in grades nine through twelve, and is growing to eventually serve 400 scholars. We will graduate our founding class in the spring of 2019. Ninety-three percent of our scholars are eligible for free or reduced-price lunch; 86% will be the first of first in their families to graduate from four-year colleges. Tuition-free and open to all, Collegiate serves any scholar ready to commit to the hard work of climbing the mountain to college graduation. The key ingredient of our success? Our talented team of educators – all of whom embrace growth mindsets, resilience and commitment – are instrumental in the educational excellence we collectively promise and deliver for our scholars and our mission.

About this Role

As we prepare to grow the school in the 2019-2020, Collegiate is seeking a physics and biology teacher to join our team. The school's academic model prioritizes science instruction: All scholars pursue four years of college preparatory laboratory sciences as part of our rigorous graduation requirements. Teaching science at Collegiate is an excellent opportunity for a committed professional educator, who wants to carefully equip our scholars to transition to college with very strong science foundational knowledge and lab skills so that they have access to the STEM majors and careers of their choice.

Roles & Responsibilities

Responsibilities of a science teacher at Collegiate include but are not limited to:

Actively Build Organizational Culture

Support and invest the school's shared vision for positive and powerful organizational culture – among team members, scholars, and families alike. Work to create a positive, achievement-oriented, and structured learning environment that excites and invests scholars, motivating scholars to realize high academic and behavioral

self-control zest curiosity social intelligence optimism gratitude grit conscientiousness

standards at all times:

- Develop joyful, structured, safe and positive school culture by holding all scholars accountable and implementing the school's code of conduct and positive behavior support system (merit system) during classes, transitions, meals, trips, and school events.
- Build strong and authentic family-school relationships by exemplifying Collegiate's core values in all interactions with scholars, families, and team members.
- Foster and protect consistently safe, positive and joyful culture by implementing with fidelity all shared systems at Collegiate (attendance policy, homework policy, merit system, uniform policy, etc.).
- Fiercely protect the school's organizational culture by "owning it": give feedback generously, bravely and reliably any time you notice a team member breaking a team-wide norm or struggling to implement a system or scholar expectation faithfully.

Shape the Grade Level

Collaborate with your grade level team to ensure strong scholar achievement and social-emotional outcomes across the grade:

- Serve as an academic advisor to 15-20 scholars on your grade level team: meet with scholars daily and weekly to conference, call their parents weekly with updates, and lead in-person family meetings as necessary to skill-build around attendance, homework, and positive behavior skills development.
- Meet with your grade level team weekly to co-plan grade-wide initiatives, discuss intervention plans for individual scholars, and promote high levels of school investment and character development among scholars in the grade.

Plan, Teach & Grade Rigorous Science Courses

Utilize the school's curriculum frameworks and resources to carefully plan and teach daily lessons in physics, AP Biology, and/or environmental science for scholars in grades 9, 10, 11, and/or 12:

- Carefully study and master provided curriculum planning exemplars (year-long curriculum maps, unit plans, performance task rubrics, scholar work exemplars, daily lesson plan exemplars, and scholar-facing materials) to develop quarterly objectives calendars that backwards-map from ambitious year-long goals for scholar growth and achievement in your courses.
- Using provided planning exemplars as a foundation, develop standard-aligned daily lesson plans and materials with clear, measurable learning objectives and submit your plans to your instructional coach weekly for feedback.
- Design and maintain a clean, bright, joyful, scholarly and data-rich classroom learning environment that leverages the physical space of your classroom to support high levels of scholar learning and achievement.
- Manage the science lab – equipment inventory, safety measures, and protocols
- Differentiate instructional strategies and supports within the classroom to best support the diverse needs of all scholars.
- Teach your daily classes employing key teacher moves and strategies that ensure every single minute of class time is maximized for scholar learning and that minimizes interruptions and/or off-task behaviors.

- Utilize the school’s mastery-based grading policy to provide actionable, authentic feedback to scholars on their written work and oral participation and to hold all scholars accountable to rigorous learning standards and outcomes; create a culture of continuous learning by offering scholars opportunities to re-write and re-do based on feedback, data, and re-teaches.

Be a Hungry, Humble and Smart Adult Learner

Fully engage in the school’s teacher professional development model:

- Prepare for and engage fervently in weekly one-on-one meetings with your instructional coach.
- Expect and embrace live-coaching in the classroom, regular observation and written feedback, role plays, and video analysis from your coach each week and work hard to implement feedback with authenticity and consistency.
- Prepare for and engage in weekly, monthly and quarterly teacher professional development sessions.
- Own your learning plan and outcomes: Communicate candidly, positively, openly and often with your teammates about areas in which you are working to drive instructional improvements, seek out frequent feedback and input; take ownership of all aspects of process and product.

What We Look for: Mission Fit, Mindsets & Grit

Successful candidates for any role with the school’s team will evidence the following traits and track record:

- Demonstrated commitment to our organization’s mission and values
- Fundamental and unwavering belief that all children can learn and that they deserve nothing short of excellence in their education
- Demonstrated belief and investment in the school’s educational model
- Extremely high standards for scholar achievement and behavior
- Resilience – a track record of working hard to overcome hurdles and staying committed
- A whatever-it-takes approach to your professional development, work, and goals
- Demonstrated ability to collaborate effectively as a member of a close-knit high-performing team
- Humility and a burning desire for constant learning and improvement in your own practice
- Capacity to receive, digest and implement feedback with grace and agility
- High levels of honesty and integrity and the capacity to model this explicitly for others at all times
- High level of personal organization, planning, and follow-through
- An exceptionally strong work ethic, sense of humor, relentless optimism, and a “roll-up-my-sleeves” attitude
- Excellent written and oral communication skills, especially with scholars, teammates and parents
- The adaptability, creativity and patience to successfully navigate school start-up work
- Bravery, generosity, and reliability when it comes to giving your teammates candid, constructive feedback on their work and performance in the spirit of continuous improvement and adult learning

Qualifications for This Role

Successful candidates for the Science Teacher role will bring the following experience, skills and qualifications:

- Two or more years of teaching experience in a high-expectations K-12 school with a track record of

self-control zest curiosity social intelligence optimism gratitude grit conscientiousness

achieving demonstrable breakthrough scholar achievement outcomes (preferred)

- Willingness to work autonomously, collaboratively, and/or under the direction of leadership, as needed (required)
- Very strong command of college level science content and skills as evidenced by writing samples, interviews, and standardized test scores (required)
- Bachelor's degree from a competitive 4-year college or university (required)
- Valid California single-subject teaching credential in Biological Sciences and Physics or, if coming from out-of-state, the ability to transfer your credentials to California quickly and independently (required)

Compensation

This is an 11-month position. Ranging from \$46,500 to \$85,000, salary for this position is competitive and commensurate with track record and experience. Collegiate offers a generous benefits package that includes: full or partial coverage of health, dental and vision plans; life insurance; a 403b retirement plan with employer match; over 40 paid holiday and vacation days; and up to 5 days of paid time off.

To Apply

To be considered for this role, please email your resume (one-to-two pages) and a formal cover letter to Executive Director Vanessa Jackson: vanessajackson@collegiatecharterhighschool.org.