



Staff Support Teacher

- Are you a **passionate**, and **talented** teacher?
- Do you love working in **urban schools**?
- Are you looking for a high school culture that strikes the **perfect balance** of **structure** and **freedom**, where **academic rigor** drives all other aspects of school life, and where **positive reinforcement** for hard work and effort is the norm?
- Do you constantly strive to improve your craft through **coaching**, incorporation of data, and whatever other resources you can find?
- Do you thrive in the company of **equally committed, driven, and gifted teachers**?

MESA Charter High School might be the right place for you!

Math, Engineering, and Science Academy (MESA) Charter High School is a new high school in Bushwick, Brooklyn. We opened our doors on August 19, 2013, and we now have 470 students in grades 9-12. We graduated our first class of seniors in June 2017 and our cumulative graduation rate is 95%. Our students come from more than forty different middle schools, including public, parochial, and charter schools. Some are advanced students coming from magnet schools; others are beginning English Language Learners. What they all have in common is a desire to succeed. MESA students come to school every day, ready to work—we have a 93% attendance rate and a 93% punctuality rate, both significantly higher than other high schools in our district! When it comes to regents pass rates, MESA outperforms its peers by a rate of 20-30%!

Some key aspects of MESA's design are:

- Smart teaching—MESA uses a **Standards-Based Grading** system, which makes data understandable and accessible. This enables teachers to create targeted, focused instruction, and **helps students understand and track their own progress**. MESA teachers love data (or at least aren't afraid of it!).
- Smart support—MESA teachers have a **minimum of rote administrative duties** in order to better focus on planning, instruction, and assessment. Teachers receive ongoing coaching and feedback. MESA is committed to collaboratively developing and growing its teachers. Dedicated time for professional development and collaborative planning is built into the calendar.



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- Smart scheduling—MESA's **school day starts and ends later** than most DOE schools, as research indicates that a late start helps high-school students succeed.
- Smart culture—MESA provides students with a separate effort grade each week, which will lead to rewards for students. MESA also emphasizes **positive** reinforcement for student effort and performance. All MESA teachers lead an Advisory, and serve as Advisor to 10-13 students.
- Smart relationships—MESA believes that all parents want their children to succeed, and enlists them as partners through phone calls, workshops, and frequent contact. **More than 85% of MESA parents attended parent-teacher conferences**, a number generally unheard of in unscreened urban high schools
- Smart calendar—MESA's calendar has 187 days of instruction, as well as dedicated PD and grading days. MESA's calendar and earlier start allow for "Intersession," during which students receive enrichment, skill remediation, or Regents preparation.

Specific Responsibilities

The Staff Support Teacher will report to the Principal and will act as a classroom substitute teacher and individual or small group student tutor as well as be assigned other curriculum and academic related duties as needed. The role is expected to lead to a full time classroom teaching appointment at the school. All elements of the classroom teacher job description apply. Should a classroom vacancy arise the Staff Support Teacher will be considered as a strong candidate to fill it.

The Staff Support Teacher will:

- Work with a colleague in his or her regularly assigned classroom and serve as a full co-teacher, as many of MESA's classes are co-taught. He/she will take the lead from the classroom co-teacher, providing small group and whole group instruction and administering and scoring assessments according to the grade team's lesson plans for the week.
- Provide full day instruction when a teacher who leads a solo taught classroom is absent.
- Provide instructional support to students who are serving in-school suspension.
- Assist in scoring classroom assessments, gather materials for upcoming units of study, and revise or refine future curriculum units.
- Assist with lunch and hallway coverage.



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- Build **relationships with all students**. MESA teachers believe that rapport is key to student engagement and motivation.
 - Attend, participate in, and facilitate team meetings and professional development opportunities, as well as common planning times. MESA believes that **good professional development is interactive, practical, and teacher-driven**.
- **Communicate regularly with parents** about both positive and negative interactions with students, making a minimum of two positive contacts (phone, email, or text message) with parents per week.
- Hold **office hours before or after school**, twice per week, to provide extra help and opportunities for reassessment.
- Teach during one week of **Intersession enrichment programming** based on teacher interest (additional stipend provided).
- Maintain duties as **Advisor**.
- Fulfill other duties as assigned by the Principal.

Qualifications: (1) Minimum Bachelor's degree in subject area to be taught; (2) Some background working with high school-aged students in urban communities (3) Belief in and alignment with MESA's core beliefs and educational philosophy; (4) Spanish-speaker a plus.

Salary: Highly competitive, commensurate with experience.

To apply: Please email your resume and cover letter to Arthur Samuels, Executive Director, at info@mesacharter.org with the subject heading "Staff Support Teacher." **Cover letter should specifically indicate why you want to work at MESA.** APPLY BY EMAIL ONLY. Due to the nature of the position and the volume of applications received, MESA will not be able to reply to all submissions. MESA will contact candidates with next steps.