



Math, Engineering, and Science Academy (MESA) Charter High School

231 Palmetto Street
Brooklyn, NY 11221
(p) (718) 282-7426
(f) (718) 919-1479
www.mesacharter.org

ELA Department Leader

- Are you a **passionate**, and **talented** teacher and leader?
- 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 community high school in Bushwick, Brooklyn. We opened our doors on August 19, 2013, and we now have 465 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-Referenced 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.



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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.

- 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 "Interession," during which students receive enrichment, skill remediation, or Regents preparation.

Job Responsibilities

Teaching Duties

- Design and teach **three sections of ELA**. Utilize Universal Design for Learning method of planning and instruction to reach all learners.
- 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 (extra help sessions) twice per week, either before or after school.



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Coaching Duties

- Regularly observe and provide feedback to other ELA teachers, This observation may be done independently, or may be done in conjunction with the Assistant Principal for Humanities and/or the Principal.
- Oversee and guide team on overall curriculum vision of ELA department, including vertical alignment planning using P/SAT, Advanced Placement, and Regents data.
- Lead ELA department meetings and work closely with Principal and Assistant Principal of Humanities in developing foci for meetings.
- Lead implementation of Hochman Writing Revolution Program in ELA department across grades.
- Oversee all administrative responsibilities of department, including coordinating and administration of trimester exams and Regents exams.
- Collaborate with Director of Student Supports to drive student reading comprehension through oversight of lexile level data and progress towards school-wide goals.
- Support ELA teachers in development of curriculum. Advise Principal and Executive Director on scheduling and programming decisions to ensure that they are driven by instructional needs of students.
- Assist ELA teachers with integration of writing into their curriculum.
- Assist ELA teachers with strategies to serve high-need students, such as English Language Learners and Students with Disabilities.

Additional Duties

- Teach one week of Intersession based on teacher interest (additional stipend provided).
- Maintain duties as Advisor.
- Other duties, as assigned by the Principal.
- Aggressively assist with recruitment of other high-performing staff, through recruiting top-quality teachers and serving on hiring committee,

Qualifications: (1) Minimum Bachelor's degree in subject area to be taught, Master's Degree preferred; (2) Minimum of five years teaching experience in an urban public high school or charter school setting; (3) Proven track-record of high achievement in the classroom and commitment to accountability; (4)



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Belief in and alignment with MESA's core beliefs and educational philosophy; (5) Valid New York State Certification strongly preferred; (6) Spanish-speakers a plus.

Salary: Highly competitive, commensurate with experience

To apply: Please email your resume and a cover letter explaining **specifically why you are interested in MESA** to Arthur Samuels, Executive Director, at asamuels@mesacharter.org with the subject heading "ELA Department Leader." 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.