



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

High School English Language Arts Teacher

- Are you a **passionate** and **talented** teacher?
- Do you constantly strive to improve your teaching through **coaching and feedback, incorporation of data**, and whatever other resources you can find?
- Do you seek to be in a **diverse and inclusive** environment dedicated to **equity and anti-racist practices** in and outside of the classroom?
- Do you want to work in a **public charter school** that serves almost exclusively **students of color** and encourages enrollment of **students with disabilities and ELL students**?
- Are you looking for a high school culture that strikes the **perfect balance** of **structure** and **freedom**, where **academic rigor** drives all aspects of student life, and where **constant recognition** for hard work and effort is the norm?

If your answer is **YES** to all of the above, **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 in August 2013 and we now have 485 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 traditional public, parochial, and public 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 NYS Regents pass rates, MESA outperforms its peers by a rate of 20-30%!

Some key aspects of MESA's school model are:

- Intentional 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 the very least, aren't afraid of it!
- Intentional 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



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developing and growing its teachers. **Dedicated time for co-teaching, department and grade team planning** is built into the school schedule.

- Intentional PD—MESA has a **comprehensive professional development calendar** that includes sessions on **instructional practices, school culture as well as diversity, equity and inclusion initiatives**. Teachers are also encouraged to seek out PD opportunities outside of the school building.
- Intentional Culture—MESA's **advisory model connects small groups of entering freshmen with a teacher-advisor** for all 4 years of high school. **Advisors** provide guidance on academic progress and **are mentors, facilitators and positive influencers**. Students are **recognized** by their teachers regularly for academic achievement and effort and are **incentivized to meet school expectations** around attendance, punctuality and preparedness. MESA uses the **Love and Logic model** to address disciplinary concerns.
- Intentional Relationships—MESA knows that all caregivers want their children to succeed. MESA enlists families as partners in their childrens' education through regular communication, meetings, workshops, and access to student attendance information and grades. **More than 85% of MESA caregivers attend the initial parent-teacher conference of the school year.**
- Intentional 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. **MESA's calendar has 187 days of instruction, as well as dedicated PD and grading days.** The calendar and earlier start allows for "Intersession," during Spring Break where students receive enrichment, skill remediation, or Regents preparation.

Specific Responsibilities

- Design and teach **five periods of ELA each day** (two periods daily of prep time). Utilize **Universal Design for Learning** method of planning and instruction to reach all learners.
- Build **relationships with all students**. MESA teachers believe that strong 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 caregivers** about both positive and negative interactions with students, making a minimum of two positive contacts (phone, email, or text message) with families per week.



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- Hold **office hours before or after school**, at least once per week, to provide extra help and opportunities for reassessment.
- Teach one week of **Intersession enrichment program** based on teacher interest (additional stipend provided).
- Maintain duties as **Advisor**.
- Other duties, as assigned by the Principal.

Qualifications: (1) Minimum Bachelor's degree in subject area to be taught, Master's Degree preferred; (2) Minimum of three years teaching experience in an urban public or charter school setting, or similar background; (3) Proven track-record of high achievement in the classroom and commitment to accountability; (4) Belief in and alignment with MESA's core values, educational philosophy and commitment to diversity, equity and inclusion; (5) Valid New York State Certification strongly preferred; (6) 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 "High School ELA 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.

MESA is committed to attracting, hiring and retaining a diverse and inclusive staff. It is MESA's policy to ensure equal employment opportunity without discrimination or harassment based on race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity or expression, age, disability, national origin, marital or domestic/civil partnership status, genetic information, citizenship status, uniformed service member or veteran status, or any other characteristic protected by law.