



CAREER ANNOUNCEMENT

POSITION POSTED UNTIL FILLED

POSITION	Math Instructor
STATUS	Full-time, Exempt with Benefits
START DATE	01/02/2011 FULL-TIME, EXEMPT WITH BENEFITS

About Shearwater

Shearwater High School is a public charter school that aims to reengage disconnected youth and graduate them ready for college, so that they can succeed in work and life. Shearwater provides students, ages 17-21, with a rigorous year-round schooling model that combines work- and classroom-based, college-preparatory learning. Shearwater offers students an integrated and performance-based curriculum; students accrue course credit through demonstration of content mastery.

Position Description

The Shearwater math instructor is responsible for helping to design, and implement a performance-based integrated college-preparatory curriculum that meets the needs of all student learners and that applies the principles of backwards-design. The instructor has direct responsibility over a primary group of students, ranging from 10 – 18 students. Throughout the course of the academic day, the math instructor will teach four class sections. Math content is varied and includes the following: basic/remedial math, pre-Algebra, Algebra, Geometry, Applied Mathematics, basic Data and Statistics, and co-curricular units that combine literacy and math, or science and math. The math instructor oversees the implementation of volunteer math tutoring.

To be successful in this position, an instructor must have exceptional classroom management skills and the ability to maintain a sense of urgency in the classroom. He or she must be outcomes-driven, have a bend toward student data and be able to effectively plan and teach outside of his or her core area(s) of expertise. He or she is expected to work collaboratively with other staff members and to use data to drive decision-making in instructional planning. He or she must be committed to using software and learning management tools to facilitate transparency in learning and collect accurate information regarding academic achievement.

Shearwater instructors commit to continuous self-improvement and reflection upon practice. Instructors are open and receptive to regular classroom observations and feedback from fellow staff. Every instructor must be willing to work relentlessly to refine instruction and classroom management, in an effort to maximize student performance. Shearwater instructors value student performance and progress above all else. The successful applicant will cultivate an authentic learning environment that is personalized to each student and is both rigorous and mission-oriented. The instructor is expected to create and maintain a culture that is positive, encouraging, and focused on graduating each student ready for college, so that each student can succeed in work and life.

Each instructor must have experience working with populations that are high risk, preferably in an urban setting. It is preferable that the instructor has experience administering college-preparatory and/or college-access programming. He or she must hold high

expectations and creative working strategies for meeting the unique needs of a diverse pool of students. This individual should evidence the drive and commitment to see every student graduate from Shearwater High School with the tools needed to be ready for and succeed in college.

The instructor must hold the conviction that it is only when a student is able to go on to postsecondary education after high school, that he or she has the opportunities that enable choice and success in work and life. Further, the instructor must believe that with proper instruction, each Shearwater student can go on to a post-secondary education program. The successful applicant will share and uphold Shearwater's core values of being focused on the mission, committing to what works, showing integrity, and upholding the dignity and worth of the person.

All instructors report directly to the Dean of Academics and School Operations.

Required Skills

1. Results-Oriented. Able to plan and implement curriculum and instruction using the backwards-design model.
2. Committed to Excellence. Able to establish and promote high performance standards and expectations.
3. Self-motivated and Hard Working. Able to meet the demands of this full-time, 12-month position.
4. Organized. Demonstrates strong attention to detail, follow through and task completion.
5. Innovative Leader. Able to lead and work in a nontraditional school setting.
6. Strengths-based. Able to handle situations with a strengths- and assets-based approach. Strong classroom management skills.
7. Creative Problem Solver & Critical Thinker. Able to solve problems and situations as they arise; able to draw connections between academics and real-world experiences.
8. Systems-thinker. Able to differentiate instruction and design day-to-day activities that connect to the short and long term goals of students and school.
9. Entrepreneur. Able to thrive in a fast-paced and evolving environment.
10. Flexible Worker. Able to work autonomously, in partnership with others, and under the direction of the President/CEO.
11. Clear Communicator. Possesses exceptional written and oral communication skills; able to use effective presentation skills with diverse audiences – including the appropriate use of vocabulary and examples, clear and legible visuals, and articulate and audible speech.
12. Organized. Demonstrates strong attention to detail, follow through and task completion.
13. Influential Ambassador. Able to establish and maintain positive visibility and relations with Shearwater staff, students, volunteers, collaborators, supporters, community members, and prospective students.
14. Culturally Competent. Aware of and sensitive to the culture and values of each student, staff, and visitor.

Required and Preferred Education & Experience

1. Bachelor degree is required.
2. Graduate degree in education or a human service field is preferred.
3. Two or more years teaching experience is required.
4. Highly Qualified Instructor ("HQT") status is highly preferred.
5. Additional certifications including, but not limited to literacy and math specializations and special education is preferred.
6. Experience working effectively when faced with environmental and/or physical demands is required.
7. Experience working in a collaborative team setting is highly preferred.
8. Experience working with urban youth is preferred.
9. Experience with and understanding of data-driven instruction is preferred.

Duties & Responsibilities

1. **Contribute to the curriculum, maintaining its focus on preparing each student for college.**
 - a. Assist the Dean of Academics and School Operations in developing and implementing Shearwater's curriculum, ensuring that it is results-oriented, culturally sound, and promotes best practices.
 - b. Actively participate in any staff meeting and/or planning session around curriculum and instruction.
 - c. Assume leadership responsibilities in curriculum development, as appropriate.
2. **Practice shared leadership and data-driven decision-making to support student achievement & attainment.**
 - a. Maintain collegiality with staff members, working together to improve instruction and outcomes for all students.
 - b. Work with colleagues to plan academic instruction and identify areas for cross-curricular alignment.
 - c. Collect, analyze, and utilize data for goal setting and monitoring student achievement.
 - d. Participate in school-wide efforts to collect and utilize data.

- e. Actively work with Transition and Resource Specialists to ensure alignment between and attainment of all components of the Individualized Achievement Plan, including a plan for graduation, post-secondary education, and independent living.

3. Show a commitment to and belief in continuous self-improvement and learning.

- a. Engage in an ongoing reflective process surrounding teaching techniques, style, and effectiveness.
- b. Actively seek out opportunities for professional development that align to your self-identified performance improvement areas.
- c. Maintain open communication with colleagues and supervisor regarding identified areas of performance improvement and exemplary practice.
- d. Utilize student data to self-monitor professional practice, and make adjustments as needed.

4. Create an authentic learning experience for each student, through exceptional teaching and performance assessment.

- a. Conduct a gap analysis between where each student should be at graduation, and where he or she is currently.
- b. Use the gap analysis to identify student benchmarks and learning goals as a part of the Individualized Achievement Plan.
- c. Ensure that units and lesson plans align to Shearwater's graduation requirements.
- d. Ensure that all assessments directly align to unit and daily lesson plan objectives.
- e. Integrate preparation for core assessments into the regular curriculum.
- f. Identify and work to address any barrier to student achievement, working with students other supports.
- g. Understand the individual needs and goals of each student and allow these to inform instruction.

5. Perpetuate a personalized school and classroom culture that encourages a mission-focus and results orientation.

- a. Act as an embodiment of the school's mission and values for each student.
- b. Cultivate a positive, supportive and cohesive community among all students, encouraging a climate of mutual respect and encouragement.
- c. Ensure that all students, staff, and visitors feel safe and welcomed in your classroom.
- d. Create opportunities for students to become personally involved and invested in the success of their peers.
- e. Celebrate the successes of each student and the school community.
- f. Model the professionalism required of students in the college and work environments.
- g. Recognize and take advantage of opportunities to simulate a work or college environment.

Salary is benchmarked to area charter schools and commensurate with applicant skills, experience and educational level.

Health and retirement benefits are provided.

Shearwater is an equal opportunity employer. We strictly prohibit discrimination on the basis of race, color, religion, sex, national origin, ancestry, disability, sexual orientation, age or any other characteristic protected by law is strictly prohibited in accordance with law.

Interested candidates should mail, fax, or email a letter of interest and resume to:

Shearwater Education Foundation

4470 Finney Avenue
St. Louis, MO 63113

Fax: (314)-289-1225

Email: employment@shearwatereducation.org

Shearwater reserves the right to change or reassign job duties as provided in policy at any time, with or without notice.