



PROMISE ACADEMY

The Board of Directors of Promise Academy seeks a dedicated and passionate Math Teacher to drive toward student success and graduation.

BACKGROUND

Promise Academy is a non-traditional charter high school offering scholars ages 16 through 21 in 9th through 12th grade an alternative, and often accelerated, opportunity to earn their high school diploma.

Promise's mission is to provide the highest quality of education in Ohio for the non-traditional scholar in accordance with the highest traditions and principles of public school education. Promise Academy is dedicated to the concepts of innovation, excellence, academic achievement, and opportunity for all scholars regardless of life circumstances. Our vision is to ensure the academic success of the non-traditional scholar by treating each scholar with dignity and providing on-line and off-line educational opportunities that will enhance academic achievement. Promise Academy also aims to offer scholars a full range of wrap-around services that assist young adults to self-regulate in relationship to school, work, and sometimes parenting. Our big goal is to link scholars with educational experiences that will connect them to a college and/or a career, opening up a choice-filled life.

THE OPPORTUNITY

In its tenth year, motivated by data on strengths and challenges, the Board of Promise Academy (the Board) is making bold changes to build on Promise Academy's successes and to address areas of need. These changes include making key adjustments to staffing, operations, the academic program, and student supports to strengthen academic outcomes, organizational health, and financial viability. Instruction at Promise Academy is primarily delivered via a personalized learning system. Teachers are primarily responsible for understanding student needs, monitoring student success with the curriculum and credit accumulation, intervening to support in advancing student understanding and efficient credit accumulation--providing in-person one-on-one or small group instruction and offline assignments as applicable--and fostering a warm learning environment to support student success. We are looking for teachers who are passionate about Promise's students and will invest heavily in them over the course of the students' time at Promise Academy and be champions of their high school graduation and their ongoing success.

KEY RESPONSIBILITIES

- Develop productive teacher-student relationships to support re-engaging students in the academic experience
- Diagnose and understand student academic needs and associated credit needs to support effective instruction and efficient credit accumulation
- Provide active management of the daily student learning experience, anticipating barriers, and intervening to support and advance student understanding before students reach a frustration point
- Provide one-on-one or small group instructional assistance to students, designing off-line assignments targeted toward building student understanding and addressing credit needs, as applicable
- Monitor students overall progress developing and delivering interventions and support building understanding and course completion
- Develop and maintain effective communication pathways with students, to support the ongoing student learning experience, and to effectively troubleshoot academic, attendance, or engagement issues; regularly communicate with students outside of the lab via phone, email, etc.



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- Collaborate with other faculty and school leaders to address the academic and social emotional needs of all of Promise's students
- Serve as the primary person for a cohort of students to provide overall oversight of the students' learning experience ensuring their engagement, success, graduation from Promise Academy, and identification of appropriate post-secondary pathways; work with faculty across content areas to gain a full picture of students' academic status and allow for a student-centered communication approach

QUALIFICATIONS

Education and Experience:

- Bachelor's degree required, preferably in education or in the content area
- Preferred two-plus years of teaching experience in an urban public school or charter school
- Experience in working in or with personalized learning systems, comfort delivering and/or directing online content
- Demonstrated experience in working with students like Promise's

Skills, Beliefs, and Mindset:

- Growth mindset with a commitment to high expectations
- Belief in and alignment with the mission of Promise Academy and a strong passion for serving Promise's student population
- Willingness to go above and beyond to build and contribute to the success of a dynamic team
- Flexibility in understanding the complexity of students' lives, commitment to maintaining high expectations and finding creative pathways to effectively advance student understanding and credit accumulation
- The ability to focus and thrive in a fast-paced, entrepreneurial environment, working across lanes to ensure the success of Promise's students
- The ability to work effectively in a team environment and the willingness and desire to support others in work
- An entrepreneurial spirit that reflects an openness to change, a willingness to solve problems, and an interest in developing new ideas and programs
- Strong communication skills

COMPENSATION

Promise offers employees a competitive salary and benefits package.

APPLY

To apply for this position, please email a resume and cover letter to D.Zeffren@Promise-Academy.com with 'Math Teacher' in the subject line. Only candidates who are selected for an interview will be contacted.

Promise is a public charter school that does not discriminate against any student, parent, community member, or employee on the basis of actual or perceived ancestry, age, color, disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sex, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics.