

Hiring Process for Teaching Fellows 2019-20 Austin Achieve Middle School

GENERAL SUMMARY:

Austin Achieve Public Schools is an open-enrollment public charter school with the mission to prepare the youth of East Austin to attend and excel at the nation's top colleges and universities. Teaching Fellows will play an essential role in the success of Austin Achieve, as developing high-quality teachers is key to student achievement. More information can be found at www.austinachieve.org.

TEACHING FELLOWS:

We believe that there should be opportunities for new educators without previous teaching experience that show great promise to receive great coaching, have access to excellent teachers as mentors, and to develop the skills needed to compete for teaching roles. Our Teaching Fellows program is designed to meet that specific need. A small cohort of promising new teachers will be chosen through a competitive application process each school year.

Teaching fellows will also be assigned regular instructional and administrative duties, including small group pull-out instruction, and substitute teaching. Additionally, teaching fellows will be able to participate in professional development with our staff and be a part of school events. Teaching fellows are full-time employees of Austin Achieve and will be paid a salary as well as receive the same insurance benefits as teachers. At the end of the fellowship, each fellow will have the opportunity to participate in our 2020-2021 interview process for teachers.

Any question about this position or Austin Achieve in general should be directed to Middle School Principal, Reece Hartle, at rhartle@austinachieve.org.

APPLICATION/HIRING PROCESS:

Step 1: Submit Application– Applications should include the information listed below. All applications should be submitted at <http://www.austinachieve.org/about/#careers>.

Complete applications include:

- Resume
- Cover Letter – Please discuss
 - a) why you are interested in being a Teaching Fellow at Austin Achieve,
 - b) what you have to offer the scholars of Austin Achieve and the East Austin community.

Step 2: Model Lesson and Interview– Selected candidates will be invited to come in for an interview as well as do a model lesson for scholars. A mutually convenient date and time will be established for this event.

ADDITIONAL INFORMATION ABOUT AUSTIN ACHIEVE:

- We integrate the latest technology: Every scholar is provided with their own Chromebook. Google classroom, communication via email, and other strategies using technology occur in all classes. Teachers are encouraged to incorporate technology into their daily lessons.
- We believe in finding and keeping the best: We focus on recruiting the best educators and empowering them to shape curriculum and school culture, including a high TFA alumni population.
- Our team is encouraged to utilize our on-site day care for their children.
- Our Restorative Justice Program allowed us to be a “zero suspension school” and pushes our scholars to learn how to truly repair any damage done to their community.
- We believe in developing the “whole child” and have a vast array of enrichment activities including coding and social and emotional learning.

AUSTIN ACHIEVE TEACHING FELLOW – JOB DESCRIPTION

Title: Teaching Fellow

Reporting to: Mentor Lead

Compensation: \$36,700 (with full insurance benefits).

Essential Duties and Responsibilities:

1. Arrive on time for all schedule events/opportunities.
2. Meet expectations for observation and co-facilitation, as determined in coordination with mentor teacher.
3. Perform regular instructional and administrative duties, including small group pull-out instruction, and substitute teaching.
4. Attend professional development training with middle school teachers before the beginning of the school year
5. Attend weekly staff meetings and school events
6. Serve as a positive adult mentor for scholars.

Beliefs/Qualifications:

1. Deep seated belief in the mission and vision of Austin Achieve
2. Be willing to do “whatever it takes” to ensure all scholars learn
3. Reflect on your own practices and model “growth mindset.”
4. Experience in collaboratively developing lesson and unit plans
5. Desire to teach with technology and innovative practices.
6. Native Spanish fluency desired but not required.

Statement of Non-Discrimination: In keeping with our beliefs and goals, no employee or applicant will face discrimination/harassment based on: race, color, ancestry, national origin, religion, age, gender, marital/domestic partner status, sexual orientation, gender identity, disability status, or veteran status. People of diverse backgrounds are strongly encouraged to apply.