

KIPP: SAN ANTONIO

COLLEGE PREPARATORY PUBLIC SCHOOLS

Are you ready to join a school where your peers work as hard as you do?

Are you looking for great professional development and career opportunities?

Is the impact you are making with your students sustained? With a ~50% dropout rate in inner city classrooms, you probably witness the educational gaps of your students widen as soon as they walk out your door. KIPP San Antonio is looking for teachers who entered the profession to make a lasting difference in the lives of children.

What makes KIPP San Antonio different than other public schools? KIPP San Antonio is a high-performing public charter school that is resetting expectations and educational outcomes for children from inner city San Antonio. These free, college preparatory public schools serve 5th-10th grades and make no excuses regarding a student's background or previous educational experience. Because many of our children enroll at our school at least two grade levels behind in reading and math, we have a sense of urgency in everything we do.

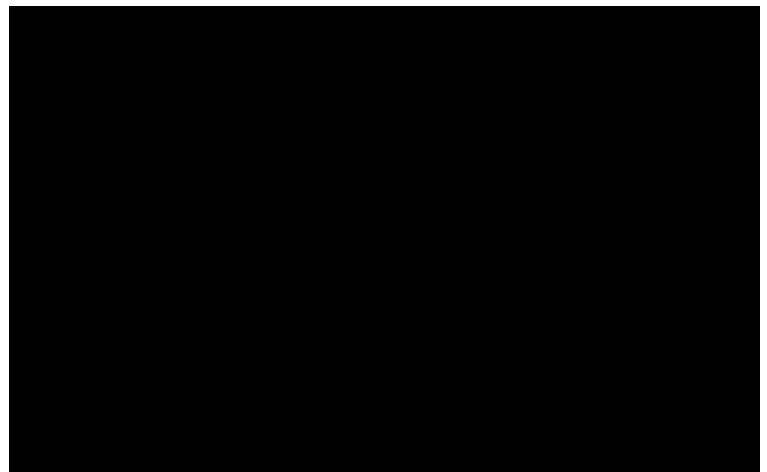
- Each parent, student and teacher signs a "Commitment to Excellence" – a non-binding contract to set clear expectations on everything from attendance to homework and parental involvement.
- Students are in school longer than most public school students, from 7:30 a.m.-5:00 p.m. on weekdays, two Saturdays a month, and for three weeks during the summer.
- Our small community ensures that our students are known and that positive and meaningful relationships form with their teachers and peers.
- Teachers can teach outside their certification as long as they meet the NCLB definition of Highly Qualified.

\$500 finder's fee for recruitment of teachers!

Is it working? Absolutely! The transformation in our students that start with us in 5th grade and matriculate to high school is astounding.

- Recent 2009 TAKS scores show that 97% of KIPP San Antonio's 8th graders passed Math and 100% passed Reading with 78% of those achieving commended results.
- Our schools maintain ~98% attendance rate, one of the highest in San Antonio.
- KIPP Aspire Academy was named one of "The Best Public Schools" in Texas by the National Center for Educational Accountability and the top middle school inside Loop 410.
- Our students' gains on the Stanford-10 test have been among the highest in the country: students have more than doubled their Reading scores and are scoring in the top 10% of the country in Math.

STANFORD-10 TEST National Percentile Rank (%)



Highest pay and great benefits!

Why would I want to leave my school and come to KIPP San Antonio? KIPP San Antonio has a solid track record of success and is reshaping the educational landscape in the 7th largest city in the country. We are celebrating our 8th anniversary in San Antonio and are part of the network of 82 KIPP schools serving over 20,000 students nationwide. KIPP San Antonio has a strong network of local support that includes private foundations, businesses and individual supporters.

These schools are not for everyone. KIPP San Antonio teachers are driven people who want to go beyond the traditional classroom and return to the inspirational teaching and caring that develops truly successful students.

What kind of benefits does KIPP San Antonio provide? KIPP San Antonio pays 100% of health insurance premiums and 50% for dependents. We participate in the Teacher Retirement System (TRS). We also offer a voluntary 403(b) retirement savings program, additional life insurance, vision, and dental coverage. There are numerous professional development opportunities and leadership pathway programs available to you as we continue to grow.

You put in a lot of hours. Will I have a life outside of KIPP San Antonio? KIPP San Antonio students and teachers do put in more time than a traditional public school, but your job is sustainable. KIPP San Antonio supports a work-life balance and many of our teachers are married and have children.

How can I see for myself the difference I would make at KIPP San Antonio? Come and visit our schools! Sit in on a class. Talk to our teachers and administrators. Talk to our students. The teachers that join KIPP San Antonio are amazed at how responsive our students are to teaching, and it is because we work every day to establish a culture of integrity and respect.

For a tour or more information about teaching at KIPP San Antonio, please contact the individual school directors:

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