

KIPP San Antonio Teacher

Reports to: School Leader

FLSA Status: Exempt

ORGANIZATIONAL OVERVIEW

The Knowledge Is Power Program (KIPP) is a successful, proven middle school/high school model committed to helping educationally underserved 5th through 9th graders to get on the path to college. There are already more than 80 KIPP schools throughout the country that are repeatedly demonstrating above average test scores and an exemplary record of success. KIPP San Antonio is a network of free college preparatory schools that is committed to providing its students with a top quality education, making no excuses regarding background or previous educational experience, and recognizing that there are no shortcuts to success! Our mission is to enable children who have been educationally underserved to develop the knowledge, skills, and character necessary to succeed in top quality high schools, colleges, and the competitive world beyond. We accomplish our mission through hard work, superior instruction, and collaboration as a Team and Family.

RESPONSIBILITIES

Instructional Planning

- Develops year long scaffolded, standards-based unit plans and lesson plans.
- Applies the 5-step lesson cycle in order to design effective and rigorous lesson plans with specific, measurable, and standards-based "Aims" or objectives.
- Differentiates plans for individual students based on their unique learning profiles so that all students are engaged and challenged.
- Designs formative and summative assessments that are aligned with daily "Aims" or objectives.
- Uses assessment data to modify short and long-term plans in order to target areas for improvement.

Instructional Delivery

- Establishes and maintains cooperative working relationships with students and families based on trust and respect.
- Conducts home visits to nurture strong relationships with students and parents.
- Communicates high expectations for behavior by teaching, practicing, and reinforcing rules and consequences so that students are focused on working hard and being nice.
- Approaches practice with a sense of urgency maximizing every minute.
- Proactively communicates with families about academic progress and behavior goals, with attention to social development.
- Maintains accurate and up-to-date records.

Constant Learning

- Collaborates with content and grade-level teams to promote an environment of critical thinking and academic rigor.
- Consistently reflects on instructional practices through formal and informal methods, and works relentlessly to meet individual professional development goals.
- Meets professional obligations through efficient work habits such as meeting deadlines and honoring schedules.
- Assumes responsibility for student achievement.
- Embraces feedback and constructive criticism in the spirit of constant improvement.
- Actively participates in professional development, faculty meetings before or after school, as well as grade level, department, and trip meetings.

Academic and Cultural Support

- Coordinates and leads field lessons both in and out of state to extend student learning.
- Assists with both student and staff recruitment.
- Sponsors and maintains quality in a student club, extracurricular activities or organizations.
- Be available by school provided cell phone for homework help and emergencies outside of regular school hours.
- Participate in the daily functioning of the school – morning, lunch, and afternoon supervisory duties.
- Participates actively in developing individualized learning plans for students, parent meetings and conferences.

REQUIREMENTS

- 2 years of experience
- Spanish language proficiency preferred.

COMPENSATION AND BENEFITS

KIPP San Antonio offers the highest Teacher pay scale in San Antonio with excellent medical, dental, and vision plans offered.

HOW TO APPLY

Email resume and cover letter, including the contact information for three professional references, to Human Resources at userhr@KIPPSa.org.

The above statements are intended to describe the general nature of work performed by the KIPP San Antonio Teacher. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of this position.

KIPP San Antonio is an Equal Opportunity Employer.