

## KIPP Massachusetts

### Job Title: Elementary Teaching Fellow

**Reports to: KIPP Academy Boston Elementary and KIPP Academy Lynn Elementary School Leaders**

#### Who we are.

KIPP (Knowledge Is Power Program) is a national network of free, open-enrollment, public schools that are successful in helping students from educationally underserved communities develop the knowledge, skills, character, and habits needed to succeed in college and the competitive world beyond. There are currently 162 KIPP schools in 20 states and the District of Columbia serving 58,000 students. Today, KIPP Massachusetts serves over 1100 students in our four schools in Boston and Lynn and over 200 alumni on their journey to and through college with our KIPP Through College Program.

#### What we do & why it matters.

KIPP builds a partnership among parents, students, and teachers that puts learning first. By providing outstanding educators, more time in school learning, and a strong culture of achievement, we are focused on helping all of our students climb the mountain to college. Nationally, more than 90 percent of KIPP middle school alumni have graduated high school, and more than 80 percent of KIPP alumni have gone on to college. By 2015, over 10,000 KIPPsters will be attending colleges throughout the country.

#### KIPP Academy Boston Elementary School (Boston, MA):

<i>Fast Facts</i>	
<i>Founded in:</i>	2014
<i>In 2015-16, will serve grades:</i>	K-1
<i>Total number of students in 2014-15</i>	72
<i>Free or Reduced Price Lunch Students:</i>	89%
<i>Special Education Students:</i>	11%
<i>English Language Learners:</i>	44%

#### KIPP Academy Lynn Elementary School (Lynn, MA):

<i>Fast Facts</i>	
<i>Founded in:</i>	2015
<i>In 2015-16, will serve grades:</i>	K
<i>Total number of students in 2015-16</i>	120

In August 2015, KIPP Academy Boston Elementary (KABE) will grow to serve students in Kindergarten and first grade, and KIPP Academy Lynn Elementary (KALE) will welcome its founding class of Kindergarten students. Both schools focus on giving students a well-rounded education including science and fine arts, prioritize character education and teamwork alongside academics, and use data-driven, small-group instruction to meet all learners at their level in Literacy and Math. A Teaching Fellow works alongside a Lead Teacher in each classroom at KALE and KABE to meet the individual needs of our children.

#### Elementary Teaching Fellow

KIPP:MA Teaching Fellows are committed to learning the craft of teaching through professional development, coaching, and hands-on practice in KIPP:MA Elementary Schools. Each KIPP:MA Kindergarten and First Grade classroom has a Teaching Fellow who is teaching and learning alongside a Lead Teacher, with the goal of becoming a KIPP:MA Lead Teacher in the next 1-2 years. Teaching Fellows are an integral part of the classroom from the first days of school, forming strong and trusting relationships with students and families as they begin their journeys with KIPP. Throughout the year, Teaching Fellows practice small group and whole group classroom management and gradually take on additional lead-teaching responsibilities, planning and executing more lessons. As a co-teacher on a founding staff, Teaching Fellows will work with a team to achieve their school's ambitious goals for student character and academic achievement. Teaching Fellows will grow and develop through a combination of personalized instructional coaching, Fellow-specific Professional Development focused on foundational skills for beginning teachers, and school and regional Professional Development on academics, character, and school and classroom culture. KIPP:MA wants Teaching Fellows who are eager to work relentlessly for the most difficult and joyful profession imaginable.

**At KIPP, we believe that an excellent teacher:**

- Believes that all of us can and will learn and creates a positive learning environment with high expectations for all students throughout the school.
- Thrives as part of a team-oriented, mission-driven school culture.
- Demonstrates a growth mindset and a desire to continually improve as a teacher through feedback, coaching, and professional development.
- Teaches rigorous curriculum, constantly assesses student progress, communicates results to families and colleagues, and uses student achievement data to inform teaching and set ambitious academic goals for students.
- Exudes joy and a love for teaching and learning in the classroom every single day.
- Has a strong work ethic and commits to doing whatever it takes for students to excel, including:
  - Committing to an extended school day (7am-5pm, at most schools)
  - Providing individual or small group instruction for students who need additional assistance
  - Performing duties outside the classroom to contribute to safe, calm, and consistent school culture

**Qualified candidates have:**

- Bachelor's Degree required
- Belief in the mission and values of KIPP
- Desire to learn the craft of teaching through practice, coaching, and professional development
- Prior experience working with children encouraged, but not required
- Strong organizational skills, attention to detail, and oral and written communication skills
- Ability to manage multiple priorities in a dynamic, fast-paced work environment

*A MA Teaching License is not required to apply for a Teaching Fellow role. Teachers who have taught in MA Public Schools, including Public Charter Schools, for one or more years must have passing scores on [all applicable MTEs](#).*

**To apply:**

Step 1: Please visit our job board at <http://kippcareers.force.com/jobboard?site=Massachusetts> and complete an online application.

Step 2: Candidates will be selected from the application pool to submit video interviews to further express their interest in and qualifications for the Teaching Fellow role.

Step 3: Top candidates will be chosen from the video interviews to attend an in-person interview day in Boston, MA. Interview days will be:

Round 1: Friday, March 13, 2015

Round 2: Friday, April 10, 2015

If you are invited to one of these final round interviews, you will receive more information from us as the date approaches.

**TERMS OF EMPLOYMENT**

The position of Teaching Fellow is an exempt, full time, 12 month, salaried position. Minimal traveling to/from sites outside of Boston, MA or Lynn, MA for meetings may be required. KIPP MA is an employment at-will organization. Work schedule will be determined by the School Leader.

**COMPENSATION:**

The Teaching Fellow salary is \$37,000 and includes a comprehensive benefits package.

*KIPP Massachusetts is an equal opportunity employer. We do not discriminate on the basis of race, gender, handicap, age, religion, sexual orientation, or national or ethnic origin. We are committed to hiring a diverse and multicultural staff and encourage applications from traditionally under-represented backgrounds.*