



SCHOOL YEAR 2019-20

HIRING FOR: 1 Upper Elementary teacher

Contact CreativeCityHiring@gmail.com

About Us

Creative City Public Charter School (CCPCS) is a progressive charter elementary school located in the Park Heights community of Baltimore City that offers a **place-based (project-based)** and **art-integrated** instructional program for grades K through 5th. Our school, founded by a group of parents, opened in the fall of 2013.

Teaching From Our Core Values:

We are a Community

Our school community operates as a family. Our supportive environment allows safe space for teachers to take risks in their practice and grow professionally.

We Connect with Each Other, Our Environment, Our Neighborhood, & Our World

Connection with students is critical. One-on-one relationships with students will break down barriers and open doors for deep learning. Our place-based approach uses the built and natural environments around us as a foundation for learning, bringing authenticity and personal connections for students.

We Care

Care for one another (among students, families, staff, and school-wide) is at the core of our thinking. As a Community School we are a resource hub for students, families, and our surrounding community that can be responsive to unique needs. We care deeply about equity for all students across racial, socio-economic, and other boundaries.

We Question

We build on the inquisitive nature of children to drive our project-based, arts-integrated curriculum, with the goal of fostering self-directed critical thinkers. We also constantly reflect on and adjust our own practice as a school.

We Collaborate

Our shared governance structure enables all stakeholders to participate in critical decision-making for our school. Collaboration and peer-to-peer learning is key, and fostered through a schedule that prioritizes common planning time for teams and ongoing professional development. These are also values we instill in our students through ongoing practice in collaborative classroom work.

We Create

What one child easily learns from reading a text, another might need to experience differently to fully process. We prioritize art class and music class, as well as arts-integrated study in the general classroom to appeal to all learning styles. Teachers are not required to

practice their own art form, but unique creative expression among teaching staff is welcomed and encouraged.

General Job Description:

Teachers are responsible for developing and implementing the CCPCS place-based and arts-integrated curriculum based on the Common Core State Standards. Teachers are responsible for creating a classroom community based on the principles of Responsive Classroom, and utilizing Restorative Practices. Teachers at CCPCS are stewards of the mission of the school and work to build strong relationships with students, parents, and the community.

Roles and Responsibilities:

Curriculum and Instruction

- Plan and conduct daily lessons in Language Arts and Math that reflect the core elements of the CCPCS curriculum and use small group instruction as a central strategy
- Implement Universal Design for Learning as a framework for differentiating instruction for all students
- Plan a balanced program of instruction, guided practice, and independent exploration that provides students with opportunities to observe, question, and investigate
- Implement IEPs for students with special needs according to special education law and guidelines
- Differentiate instruction to address the needs of all students
- Work with teammates to prepare outlines and objectives for units of study and trimester themes, following curriculum guidelines, and frequently including class projects, field trips, classroom guests, and community partnerships
- Incorporate technology in instruction and practice to expose students to and build upon 21st Century Skills
- Collaborate with other teachers and administrators in the development, evaluation, and revision of curriculum and instructional strategies
- Organize and lead activities designed to promote physical, mental and social development, such as games, arts and crafts, and music
- Collaboratively plan and implement classroom instruction and behavior management with paraeducators/support staff

Assessment

- Observe and evaluate students' performance, behavior, social and emotional development, and physical health
- Prepare, administer, and evaluate projects, processes, and assignments using a portfolio-based system
- Administer standardized tests, and interpret results, both individually and as part of school teams, to determine student and school strengths and areas of need
- Use assessment to inform instruction, culturally competent curriculum development, and Response to Intervention
- Remain mindful of, and responsive to, any noted achievement gaps

- Maintain sufficiently detailed data reports to strengthen accountability to individual learners and to school district

Classroom Management

- Use the Responsive Classroom method and others to establish expectations for an effective and productive classroom community, and a shared understanding of consequences for breaking these expectations.
- Create an equitable classroom community that celebrates all students, their cultures, and their experiences
- Assist students from diverse backgrounds in effectively communicating with each other
- Maintain a safe environment and monitor students in the use and care of materials

Communication

- Adapt communication skills to effectively confer with parents or guardians, teachers, counselors, and administrators to resolve students' behavioral and academic problems
- Meet with parents and guardians to discuss their children's progress, and to determine their priorities for their children and their resource needs
- Be able to speak fluently to parents/guardians and community members about the values and objectives of the core elements and curricular approach

Administration

- Inventory classroom equipment, materials, and supplies
- Perform supportive duties such as assisting in hall, and supporting school-wide processes during arrival and dismissal
- Manage and communicate expectations for volunteers in the classroom
- Maintain accurate and complete student records as required by laws, district policies, and administrative regulations
- Attend staff meetings, and serve on committees as required
- Enforce administration policies
- Prepare reports on students and activities as required by administration
- Meet with other professionals to discuss individual students' needs and progress

Qualifications

Teachers should:

- Be passionate about progressive education, collaborative governance, improving urban education and using community partnerships to propel the mission of the school
- Believe in the potential, curiosity, and creativity of all children
- Provide unbiased and culturally responsive instruction that reflects the multiple perspectives of students and our school community
- Embrace a culture of data-driven decision making and the implementation of evidence-based approaches to instruction
- Engage in regular self-reflection on practice

- Be committed to an equitable, holistic, rigorous, and engaged experience for each student
- Respect students, fellow teachers, parents, and community members as active participants in learning and school culture
- Be devoted to the relentless pursuit of excellence in education within the CCPCS model

Minimum Qualifications

- Maryland Standard Professional Teaching Certificate for appropriate level grades
- Experience working with elementary students
- Bachelor's Degree from an accredited institution
- Excellent oral, written, and interpersonal skills

Strongly Preferred

Experience with any of the following:

- Place-based education
- Arts Integration
- Project-based learning
- Culturally Responsive Teaching
- Balanced Literacy programs such as Fountas and Pinnell, Lucy Calkins Units of Study, Words Their Way, etc.
- Eureka Math curriculum
- Responsive Classroom
- Restorative Practices
- Working within a shared governance model
- Service Learning/Community Involvement
- Urban education/Baltimore City Public Schools

For a more information about CCPCS, visit <http://www.creativecityschool.org>.

To apply: Please email resume & cover letter to CreativeCityHiring@gmail.com, placing "Teacher application" in the subject line. Make sure that your resume and cover letter reflect any experience with the qualifications listed in the job description, especially strongly preferred areas. Also include a list of 3-5 references (2 of which MUST include a current or previous supervisor) and a Philosophy of Education (1-pager describing your philosophy of education and how that philosophy makes you a good match to Creative City's mission).