



Unity Preparatory Charter School of Brooklyn

432 Monroe Street, Brooklyn, New York 11221 | www.unityprep.org

MIDDLE SCHOOL FACULTY: Science Teacher for the 2018-19 School Year

*Our **Middle School and High School Science Teachers** have the honor of cultivating in students a strong and joyful appreciation of the power of scientific inquiry. They lead in developing students' skills to ask thoughtful questions and use evidence to answer them. In the process of teaching students to utilize strategies of scientific inquiry, our teachers provide enriching opportunities for students to conduct investigations and collect evidence from a variety of sources, develop an explanation from the data, and communicate and defend their conclusions. In developing in students such skills, Unity's middle school science teachers foster in students a confidence in their abilities to learn and excel in the advanced study of secondary-level science.*

Overview

Unity Preparatory Charter School of Brooklyn (Unity) is an independent charter school that proudly serves the community of central Brooklyn in New York City. We are currently in our fifth year and serve 500 students in grades 6-10. Over the next two years, we will continue to grow one grade level per year until we reach full size in 2019 with approximately 700 students in grades 6-12. We look forward to the graduation of our founding class in the spring of 2020.

About Unity

Every day, the school community at Unity works as a team to empower our students. Though the scope of each staff member's daily tasks and responsibilities is broad, we aim to align all elements of our work with the school's mission: **to empower students as scholars and citizens so that they may lead fulfilling academic, personal, and professional lives.** This mission is the heart of our school, informing our choices and uniting our community under one shared purpose.

As a young and growing school, Unity strives to continuously strengthen its rigorous academic program in the liberal arts & sciences. Unity educators are creators and collaborators, developing curriculum that is designed with our specific students in mind. Our students are at the center of all that we do at Unity, and our structures and systems reflect that. We prioritize differentiated academic support, offer extended learning time, and expose students to an ever-expanding array of enrichment clubs and learning opportunities outside the classroom. Additionally, we are building a supportive school culture that emphasizes empathy and fosters students' socio-emotional development.

As a school and learning community, we believe that:

1. **High expectations must be coupled with high support:** To ensure student success, Unity staff members provide support commensurate with the high expectations placed upon students, both in the form of academic support and support in character development.
2. **Drawing on our Community's Diversity of Perspective and Experience Deepens Learning:** We firmly believe that educational equity is best achieved, and academic learning is most profound, in diverse school settings. Our community draws strength from the rich experiences of each student.
3. **Building Connections between the Classroom and Adult World is Empowering:** To supplement students' academic learning, we provide students opportunities to apply classroom knowledge to real world experiences. This requires going beyond the school's walls so that students may meaningfully interact with and positively contribute to the local community. The typical school day cannot provide such a program – we thus offer an extended school day and

school year.

4. ***A Powerful School Culture Requires Going Beyond Compliance:*** Our core values, the code of conduct, the enrichment programs, and the attitudes and behavior of the staff breed a culture in which students experience a sense of unity with classmates, value the power of being highly educated, and take responsibility for their own learning. We complement academic education with training on managing emotions and developing character strengths including our Core Values of Awareness, Initiative, Courage, Inquiry, Kindness and Integrity.

5. ***Strong Teaching is a Central Lever in Promoting Student Learning:*** Recruiting, developing, and retaining exceptional teachers is an absolute priority for us. We reward teachers generously for their contributions to student learning. Likewise, we provide ample, ongoing opportunities for teachers to develop their skills, establish and meet goals, and be challenged to reach their full potential as educators.

6. ***Assessing Learning through a Variety of Forms is Essential:*** We believe that using standardized test results as the sole measure of a student's academic progress leads to an incomplete understanding of the student's overall ability and potential to excel. An annual year-end presentation of a portfolio of work spanning the entire year is a more comprehensive and informative representation of a student's learning. These RT presentations also reveal a student's interpersonal skills and the development of their character strengths. When examining standardized test data, it is imperative that a student's growth is celebrated as prominently as the student's actual proficiency level.

7. ***The Exchange of Best Practices Amplifies our Impact:*** We subscribe to the notion that any school developing innovative practices that successfully promote student learning has a responsibility to share them with other schools.

While many of our 6th graders start at Unity multiple years behind grade level, our focus on accelerating growth and on cultivating long-term academic and non-academic success is reaping impressive results for our students and families. Among our recent successes in the 2016-17 school year:

- Our middle school students, on average, outperformed their district peers in mathematics and ELA on state exams.
- Our students across all grades who comprise subgroups that are traditionally least effectively served by our education system, including students classified as economically disadvantaged, black, Latino, and students with disabilities, significantly outperformed their district and state peers on state exams.
- Our ninth grade students, who have experienced the education we offer longest, soundly outperformed the state on their Regents exams in Algebra I and Living Environment.
- Based on a citywide survey completed by students' families, Unity's satisfaction rates were higher than the citywide average in all categories. For example, 97% of families reported they are satisfied with the education their children are receiving at Unity.
- In holding true to our belief in providing a truly empowering education:
 - 100% of our 9th grade students participated in an afternoon extra-curricular activity.
 - 80% of 9th grade students participated in a formal community service initiative.
 - 90% of students successfully completed their end-of-year Roundtable presentation, a 45-minute oral presentation given to families, Unity faculty, and community members.
 - 100% of high school students completed a full-year course in college and career readiness.

Responsibilities

Our faculty plays an essential role in establishing Unity as a model educational institution. Most critically, faculty members equip students with the knowledge and skills needed – including the desire and capacity to learn independently, think critically, and communicate proficiently – in order to experience secondary and postsecondary success. Key responsibilities of the middle school science teachers include but are not limited to the following:

- Plans a rigorous and engaging curriculum in science that align to Common Core standards using the Understanding by Design framework alongside co-teachers

- Executes engaging lessons that are guided by clear objectives that focus on conceptual understanding and that are assessed routinely for student mastery
- Provides additional remediation and acceleration based on formative assessments so that individual students are appropriately challenged according to their zones of proximal development
- Collaborates with the founding team to create, implement, and refine schoolwide and classroom-based systems, routines, and procedures
- Ensures that classroom time is well-utilized through sound management practices and by developing strong and trusting relationships with students
- Actively participates in opportunities to strengthen her/his own pedagogical skills as well as contributes to the learning of colleagues
- Serves as the advisor to a group of students to support their academic and non-academic growth and development
- Contributes to the school's smooth and efficient operation by fulfilling required administrative duties and responsibilities and maintaining open and proactive communication with colleagues
- Builds strong relationships with families through consistent communication and in following through on commitments

As professionals, all Unity teachers participate in the school's innovative teacher career ladder, which provides a formal and transparent pathway for teachers to:

1. develop their craft and improve as educators through multiple forms of support and training
2. assume titles with commensurate responsibilities while remaining classroom practitioners
3. be generously compensated and formally recognized for their positive contributions to the school. For more information on our unique professional ladder and a teaching career at Unity, visit: <http://www.unityprep.org/careers/why-teach-at-unity/>

Qualifications

A candidate for this position must be equipped with:

- Formal experience in teaching science at the upper primary or lower secondary level
- A balance of high expectations and high support, a growth mindset, and an innate joy in working with adolescents
- Demonstrably strong organizational, interpersonal, and classroom/course management skills
- An acumen for actively engaging students in their own learning, academically and non-academically
- A demonstrated openness and responsiveness to constructive feedback and a strong commitment to continuous improvement and professional growth
- A strong work ethic that features organization, multi-tasking, flexibility, an orientation toward solutions, and a pride in meeting deadlines
- Expertise in working with diverse populations of students and families, and in differentiating instruction to fully support the needs of diverse learners
- Strong written and oral communication skills and experience working collaboratively in team settings
- Approaches the profession with maturity, humility, versatility (i.e., embraces the ambiguity and excitement associated with start-ups), and, of course, a sense of humor
- A Bachelor's Degree

The ideal candidate for this position is equipped with:

- At least two years of formal experience in teaching middle school science with a focus on developing conceptual understanding
- A proven track record in accelerating student academic growth and mastery in science
- Formal experience in teaching science in New York State
- A demonstrated capacity to plan rigorous and engaging curricula in science that align to Common Core standards using the Understanding by Design framework
- A Master's Degree and New York State teacher certification in secondary-level science



To Apply

If you seek to contribute meaningfully to the development and successful operation of an innovative public school with a strong team of talented educators, please visit <http://www.unityprep.org/careers> to submit a cover letter and resume and begin the application process.

As an equal opportunity employer, Unity Preparatory Charter School of Brooklyn hires without consideration to race, religion, creed, color, national origin, age, gender, gender identity, sexual orientation, marital status, or disability.