



# STEEL CITY

## A C A D E M Y

**Title**                    **Founding Teacher**

### **The Role**

**Job Description:** At Steel City, we believe our greatest driver for success is our people. More than any other variable in education--more than curriculum or supplies-- teachers matter. Effective teachers who are continually learning and setting high expectations are the key to student academic achievement and success. At Steel City Academy, we believe that students will rise to meet the high expectations set by our team of educators.

After completing year one of operation, Steel City Academy seeks teachers ready to continue the success as we expand to serve students in 7th-10th grade. Steel City Academy's school day is from 8:00 am until 3:30 pm. The school year includes an additional summer session for students and teachers. In addition to the traditional extra hours and responsibilities great teachers assume outside of the school day, Steel City teachers will assume the responsibilities and challenges of starting new grade levels at a stand alone, public charter school.

This role provides the ideal opportunity to extend your impact as a teacher as an integral member of a team committed to creating a school that redefines what a high performing school can achieve in Gary, Indiana.

### **Steel City Academy**

Steel City Academy will empower the students of Gary with the most rigorous academic skills, cultural fluency and depth of character so they can choose from boundless opportunities and strengthen the community of Gary. The team of teachers and staff will work together to embrace the uncertainties and profound opportunity to redefine expectations what a school can achieve in Gary and Northwest Indiana. This work will be supported by the Steel City Leadership Team.

Steel City Academy staff seek inspiration and challenge from their work; seek to understand themselves and their colleagues to better achieve a shared goal; show the urgency and gratitude that accompanies doing something you love; challenge themselves, embrace the possibility of failure and believe that failures can be overcome; believe that their work is important and they have the power to change a community.

In August 2016 we opened our doors to serve grades 7 and 9. We saw a distinct need in our community to serve these grade levels. We also wanted to maximize the strengths of the founding leadership and teaching team. At full size, Steel City Academy will serve pre K through 12 with three distinct schools, each with their own school leadership team. The elementary school will serve grades Pre K through 3, middle school grades 4-8, and high school grades 9-12. Each grade level will be 80 students; at capacity, the entire school will serve 1120 students.

## **Gary, Indiana**

We are in Gary because it is the place that our students call home, a place we have dedicated our lives' work and a place where there is tremendous need. Gary exudes a robust history derived from community pride that has spanned generations. However, Gary residents earn less than half the median income of the average Indiana family resulting in 42% of residents living below the poverty line and an unemployment rate over 20%. Gary Works, U.S. Steel's largest manufacturing plant, employed 40,000 people in the 1970s and now employs less than 4,000. This economic reality is not providing the children of Gary access to the world around them.

The Gary Community School Corporation (GCSC) is the only school district in the state of Indiana to be labeled "high risk," and many of the charter options for Gary families are producing similar results. In the past two year, seven GCSC schools and three charter schools have closed, with another charter eliminating their high school. Specifically, Steel City Academy is seeking a location on the southeast side of the city because there are no junior high or high school options: traditional, charter, private, high quality or otherwise.

With new civic leadership and a plethora of unique opportunities, including being selected as one of President Obama's Future Cities, Future Communities and My Brothers' Keeper Model Communities, this proves to be a crucial moment in time for transformational change in Gary. Steel City Academy seeks to be a part of this movement.

GCSC's student demographic is 92.3% Black; 80.2% receiving free or reduced lunch. English Language Learners comprise 0.1% of the student population; students receiving special education services comprise 14% of the population. We anticipate a comparable student population.

## **Managerial Structure**

All teachers will be supported through five six-week coaching cycles rooted in the Danielson Framework to develop their practice as a teacher. Teachers will also receive three evaluations throughout the year.

## **Outcomes**

At Steel City Academy, we believe student success occurs when they achieve strong academic results, deeply understand themselves as individuals, navigate diverse sets of experiences, and embrace and create opportunities for themselves and others. In order to be able assess and monitor our students' progress towards this holistic success, we will use interim assessments to measure growth and year-end state assessments to ensure our students receive an equitable education compared to those in their community, state, and nation. Non-academic goals will be measured and monitored as well.

*ngst the best*

- % ISTEP+ pass rate

s are  
nt and

- Student data: 80% believe their identity is acknowledged and celebrated
- Student data: 100% believe there are opportunities to discuss issues of diversity, equity and race with peers, staff and larger community
  
- Student data: 100% believe the school allows them to be physically safe
- Student data: 85% believe the school allows them to feel emotionally safe
- Student data: 75% agree that they enjoy coming to school every day
- Student data: Decrease in referral data from quarter 1 to quarter 4 each year.
- Student data: Decrease in expulsion/suspension data from quarter 1 to quarter 4.
- Parent data: 90% would recommend Steel City to others
- Parent data: 90% agree that they are welcomed in the school community

### **Primary Responsibilities**

- Model expectations to students by arriving to school on time, prepared to teach, and reflecting school values in all interactions with members of our community
- Create and foster a positive learning environment
- Implement the school-wide student management policies within classrooms and everywhere on campus
- Maintain a neat, clean classroom environment and a professional personal appearance
- Advise a small group of students to success as indicated by academics and character
- Establish and maintain strong communication lines with all parents, including attending all required conferences
- Assist in development of curriculum standards and mapping
- Create and teach challenging and engaging lesson linked to state and college readiness standards
- Provide individual and small group instruction until all students achieve mastery.
- Give informal and formal assessments, weekly, monthly, and quarterly.
- Participate in and initiate productive student centered discussions at data meetings, in department teams, with grade level advisors, school leadership, and other meetings as necessary
- Perform clerical duties, as required, relating to textbooks, instructional supplies, student reports and records, attendance reports, etc.
- Attend all professional development and staff meetings
- Actively engage in collaboration with grade level and content team colleagues
- Perform morning, lunch, and afternoon duties as assigned
- Additional responsibilities may arise during the school year. This could include but not limited to: attending staff and student field trips, overnight trips, open houses, parent-teacher conferences, home visits, and other events involving parents and students as needed. They will be communicated to all employees with as much notice and flexibility as possible.

### **Qualifications**

- Believes deeply in the mission and vision of Steel City Academy and subscribes to our core values:
  - **Purpose:** We all choose to be here and feel both inspired and challenged in our work. Our goals, both individually and collectively, are great which requires great effort, but offers great fulfillment.
  - **Team:** Each of us contributes unique strengths to our community. As we understand ourselves and one another, we are able to maximize all our strengths towards a collective success.
  - **Joy:** We love and respect members of our community. We demonstrate this through a sense of urgency gratitude, and fun in all that we do.
  - **Grit:** Our growth never stops, so we never quit. We challenge ourselves which requires embracing the possibility of failure, and ultimately, believing in our ability to eventually succeed.
  - **Power:** We seek to make the world a better place by fighting for equity for ourselves, our kids and our community. We embrace the opportunities where our skills and talents allow us to lead, and honor those opportunities by acting ethically and justly.

- Strong organizational skills. Ability to manage several tasks and projects at once
- Exceptional attention to detail
- Excellent written and interpersonal communication skills
- Ability to work effectively and flexibly in a fast-paced, deadline-driven environment
- Good judgment and sense of personal responsibility; exceptional maturity, professionalism, and ability to use discretion and maintain confidentiality
- Ability to plan and manage projects independently and collaboratively and also ability to manage up to effectively ensure key milestones are being met
- Strong MS Office skills (Word, Excel, PowerPoint, Outlook) and/or a propensity to learn new systems quickly
- Proficiency with Google sites and documents preferred

- Ability and willingness to travel occasionally for team conferences and overnight field trips when required
- Working outside of typical school hours to ensure school mission, vision and expectations are met
- Attend school and community events and functions
- Passes a criminal background check, as required by law

- Bachelor's degree
- Preferred 2+ years of teaching experience
- Current teaching certificate/ licensure

### **Benefits and Salary**

Salary for this position is competitive and depends on prior experience. In addition, a comprehensive benefits package is included.

**Anti-Discrimination Policy and Commitment to Diversity**

Steel City Academy seeks individuals of all religious, ethnic and racial backgrounds, sexual and gender identities to apply for this position. We are committed to maximizing the diversity of our organization, as we want to engage all those who can contribute to this effort.

This job description reflects Steel City's assignment of essential functions and qualifications of the role. Nothing in this herein restricts management's right to assign, reassign, or eliminate duties and responsibilities to this role at any time.