

Middle School STEM (1 position) and Humanities (1 position) teacher & co-designer; Summer 2022 & SY2022-23

Location: Districtwide

Type: Middle School Teacher

Salem Public Schools:

Salem Public Schools (SPS) knows that there is no more important factor in a child's education than a great teacher. Here in Salem, great teachers are passionate about urban education, drive student achievement, reflect, respect, and value the racial, cultural, and linguistic diversity of our students and their families, and have a strong commitment to the Salem community. Salem Public Schools seeks individuals who are able to serve all of our students, embracing their abilities and languages. Applicants who have experience teaching in urban schools, hold dual certification and have bilingual skills are encouraged to apply.

SPS Pilot:

The need to better serve our young people has never been clearer or more urgent. As the COVID-19 pandemic recedes, many parents and teachers alike see students struggling to engage with learning and to establish purposeful connections with each other and with school itself. Across the district, our educators and leaders are digging deep to create the learning experiences our students need. We also see an opportunity to expand our thinking about what is possible and be creative about where, when and how learning happens.

The innovative pilot for the 2022-2023 school year seeks to deepen the district's work around rethinking the middle school experience. Designed collaboratively with teachers and students, Salem Public Schools will offer this opportunity for a small cohort of 8th grade students. The pilot will be rooted in a whole-child approach to education. It will respect the diversity and agency of learners; cultivate purposeful, creative, and authentic learning experiences; and embrace the whole city as a laboratory for students' learning.

The pilot will be a small pod consisting of two homerooms (~30-40 students total), their core teachers, and support staff at an independent "learning hub" with access to the cultural, historic, and natural resources of Salem. Flexible spaces and schedules will support collaborative, immersive, and impactful learning experiences. The pilot will not be a separate school, but an extension of our current middle school. Students and families who wish to explore this pilot program will opt-in to a lottery, with the seats allocated to reflect the overall rising 8th grade in Salem Public Schools. The school will be in Salem, but the exact location of the "extension" site is not yet determined.

Role:

The two educators will be co-designers in launching the pilot. Excited by the opportunity to work collaboratively with students and the small pilot team, the educators will help to identify, adapt, and implement the learning model for the pilot from best practices and partners across the US and here in Salem. Each educator will be the lead person responsible for either STEM (science & math) or Humanities (ELA & civics) for the 8th grade students at the pilot and will plan and provide learning experiences that meet the vision shared above using the tools and supports identified as a team. While the model centers on flexibility and iteration, the schedule will meet the STU CBA. At the same time, educators will be empowered and excited that the implementation of their learning experiences may look dramatically different - from where that learning takes place to the co-creation of that learning with our students.

Who you are (mindsets):

- You are excited by the possibility of operating within flexible and creative spaces that question the assumptions of traditional classrooms and you are energized by the prospect of trying new approaches to middle school education, including where and how learning happens;
- You will view yourself as a partner with students, families, community partners, the pilot lead and colleagues who will help to shape the pilot's approach;
- You are a learner who seeks out new ideas, welcomes feedback, and enjoys the prospect of engaging in professional learning;
- You have a demonstrated capacity to build strong relationships with students, and believe these relationships are foundational to a child's sense of belonging, ability to thrive, and willingness to challenge themselves to learn;
- You possess a deeply held belief in the capacity of every student to think, create, grow and achieve amazing things with the right structures and supports;
- You are comfortable with experimenting, iterating, failing and re-thinking program and instructional approaches;

- You have shown the capacity to collaborate closely with colleagues to develop empowering learning experiences for students.

Outputs:

As the pilot educator, you will:

- Collaboratively build the pilot model with the educators, Director, and program partners in the summer of 2022 by identifying, participating in training for, and adapting strong existing program components;
- Launch, establish, and maintain a co-constructed culture of joy, mutual respect, and empowerment for students;
- Design & implement learning experiences for students that are hands-on, engaging, flexible, data-driven, and personalized for their learning needs, including regular community-based learning, small group instruction, social-emotional learning, and engaging projects and/or debates, discussions, or activities;
- Seek, provide, & implement feedback from colleagues, students, parents, and design partners to adapt the learning experience as we learn and grow;
- Collect and utilize multiple forms of data to assess progress, iterate, and provide feedback to students, the program, and our partners.
- Collaborate and share learning with middle school educators across SPS

Outcomes:

As the pilot, we will:

- Improve student attendance and decrease chronic absenteeism
- Improve student engagement and sense of belonging, as measured by the student Panorama survey
- Improve student agency and ownership of learning, as measured by the student Panorama survey
- Improve student relationships and conflict resolution, as measured by a decrease in student disciplinary actions
- Improve student growth and overall performance, as measured by the STAR assessment, MCAS, ACCESS, and student work products

Impact:

As a result, the pilot will help Salem Public Schools:

- Co-create, iterate, and learn within a new model for middle school that can inform the district-wide approach
- Empower students with the skills, connections, and sense of agency that enables them to navigate and find personal success in high school and beyond
- Create a stronger relationship between the community of Salem and our students and schools
- Create a proof point of equitable opportunities for every student, embracing their individual pathways to us and into the future

Requirements:

- Bachelor's Degree Required; Master's Degree preferred
- Required Massachusetts teaching certification. For the humanities position, licensure in either ELA **or** Social Studies for grade 8 students; for the STEM position, licensure in either science **or** math for grade 8 students.
- SEI Endorsement Required
- Ability to meet the expectations of the Massachusetts Standards and Indicators of Effective Teaching Practice
- Current authorization to work in the United States
- Able and willing to work in a remote learning environment

Preferred:

- Experience teaching in urban schools
- Dual certification including students with disabilities or multi-lingual learners
- Bilingual or conversational in Spanish and/or Portuguese
- Connection to the city of Salem and our students
- Experience with Salem students

Compensation:

The compensation for the position will be per the Salem Teachers' union CBA for Collins Middle School (full salary plus 4% differential for slightly longer school day) PLUS an additional stipend for (1) summer planning work and (2) additional hours during the school year as an instructional leadership team member.

The summer planning stipend will include ~100-150 hours of work in the 2022 summer at the contractual hourly rate (\$45/hour) and up to 50 hours of professional development for the program compensated in line with other Salem summer learning stipends (stipend and PDPs) to be confirmed. The professional development hopes to include in-person learning July 8-9, 2022, and additional time to be determined with the teachers.

To Apply:

Please complete the TalentEd application with your information and answer the questions in this [google form](#). A cover letter is NOT required and will not be reviewed.