



## Job Posting: Associate Teacher

**Organization:** Brooke Charter Schools Network

**Position:** Associate Teacher

**Reports to:** Principal

**Location:** Boston, MA

**Website:** [www.ebrooke.org](http://www.ebrooke.org)

**Contact:** [apply@ebrooke.org](mailto:apply@ebrooke.org)

### Background on Brooke

The Brooke Charter Schools is a network of public schools dedicated to closing the achievement gap in the Greater Boston area. Across the network our students are 98% black and Latino, 78% qualify for free and reduced lunch. Our first school, Brooke 1, was founded in 2002 and currently serves 475 students in grades K-8. The second school, Brooke 2, opened this 2011-12 school year with grade levels K,1, and 5 and will be expanding to grades K,1,2, 5 and 6 in 2012-13. The Brooke Charter Schools Network will open 2 more K-8 schools over the next three years, with our third K-8 opening in August, 2013. This will enable us to scale our impact and serve over 2,200 students and their families in the Greater Boston area. Our students achieve at the highest levels in both the city and the state.

In 2011 our students:

- Ranked #1 among all schools in the state on both the 2011 8th grade English Language Arts (ELA) MCAS and the 2011 8th grade Math MCAS
- Ranked #1 among all schools in the state in the 2011 7th grade ELA MCAS and #2 among all schools in the state on the 2011 7th grade Math MCAS
- Ranked #1 among all schools in the state on the 2011 5th grade ELA MCAS
- Ranked as either the #1 or the #2 school in Boston (in all grades tested) on both the 2011 ELA MCAS and the 2011 Math MCAS
- Attended top high schools and colleges, including Boston Latin, Phillips Andover, and U. Mass-Amherst

### The Brooke Way

We believe that great teaching can close the achievement gap. We believe that great teaching at its heart is both intellectually challenging and dependent on the ability of teachers to forge strong and genuine interpersonal relationships with their students. Therefore, we direct all of our resources toward creating a culture that reveres great teaching, develops it, and supports it.

We invest in this vision by:

- Focusing intently on pre-service and weekly professional development, centered on video analysis, data analysis, and co-planning.
- Holding ourselves accountable by measuring student mastery of clear learning standards, not by scripting the curriculum.
- "Sweating the small stuff" to create a highly functional working and learning environment



## The Role

This is an ideal position for recent college graduates who are looking for a supported teaching position that provides opportunities to work intensely with students. Our goal is to provide sufficient experience, professional development, and mentorship to prepare our associate teachers to become lead teachers.

Our Associate Teachers:

- are placed on grade-level teams for a year-long apprenticeship in great teaching
- participate in targeted professional development and co-planning sessions,
- provide one-on-one tutoring; serve as scholar advisors; help with lesson planning and curriculum preparation; and ultimately lead their own classes and lessons.

After a year of close mentorship, the majority of our Associate Teachers are ready to take on their own classroom as a full-time teacher.

## Qualifications

- a bachelor's degree;
- a commitment to ensuring academic success for all students;
- a shared dedication to the Brooke School philosophy and mission;
- good problem solving abilities and strong internal locus of control; and
- excellent teamwork, communication, and organization skills.

## To Apply

Please send the following to: [apply@ebrooke.org](mailto:apply@ebrooke.org)

- Resume
- Cover Letter
- Answers to applications listed below (800 word limit)

### Application Questions

1. Why are you interested in working at an urban school like Edward W. Brooke?
2. Tell us about a time you faced a challenge when collaborating with others. How did you overcome this challenge? What was the result?
3. Tell us about a time you received constructive feedback. How did you adjust your action accordingly? What was the outcome?
4. Tell us about a time you were working on a project and when you were working on an aggressive timeline or something unexpected occurred that threw you off course. How did you face this obstacle? What was the outcome?

*Edward W. Brooke Charter School is an Equal Opportunity Employer*