



A COLLEGE PREPARATORY CHARTER SCHOOL
FOR BOYS
WILMINGTON, DELAWARE

GIVING BOYS A REAL CHANCE FOR A REAL FUTURE

SEEKING SPECIAL EDUCATION TEACHER FOR DELAWARE'S FIRST SINGLE GENDER CHARTER SCHOOL

Do you believe that a quality education is a boy's best tool for success in America today? Do you believe that a well structured, highly disciplined, achievement oriented and supportive environment will save a boy's life and provide him with the best chance for a real future? Have you demonstrated the ability to improve student academic achievement in an urban setting? Are you ready to grow as a teacher and leader? If you are ready to join a team committed to eliminating the achievement gap without excuse, then Prestige Academy needs you to help lead Delaware's first single-gender charter school.

Join a team that will give boys a real chance for a real future.

About Prestige Academy

Prestige Academy is a college-preparatory public charter middle school for boys in Wilmington, Delaware. Prestige Academy opened in August of 2008 with 103 5th graders and currently serves 300 students in grades five through eight. Prestige Academy's mission is to prepare young men in grades 5-8 for admission to and success in demanding college preparatory high schools. In a highly structured, achievement-oriented school culture, Prestige Academy students develop a strong academic foundation in the core subjects and the REAL values necessary for success: Respect and Responsibility, Excellence in Behavior, Academic Mastery, and Leadership. We are seeking dynamic individuals to serve as teachers at Prestige Academy.

Location

Wilmington, Delaware is conveniently located along the Northeast corridor, just 30 min. from Philadelphia, 90 min. from Washington, DC, 60 min. from Baltimore, 120 min. from New York City and only minutes from Southern New Jersey.

Application Process

We are seeking a talented educator with an absolute commitment to increasing student achievement to lead the instructional program of Prestige Academy. We very much appreciate the commitment to students and teaching that is reflected in your taking the time and effort to contact us.

Please send a letter of interest and recent resume along with thoughtful responses to the following questions to Jack Perry at: jack.perry@pa.k12.de.us.

- a. Why do you want to work in an urban charter middle school?
- b. How should you be evaluated as a special education teacher?
- c. What can you bring to this position?
- d. What's your opinion of standardized testing?
- e. Are you warm or strict?

1121 THATCHER STREET · WILMINGTON, DE 19802 · PHONE: 302.762.3240 · FAX: 302.762.4782

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SPECIAL EDUCATION TEACHER

Position Summary

The Special Education Teacher is accountable for the success of all students. However, the Special Education Teacher focuses primarily on meeting the needs of special education students through the use of integrated comprehensive services.

Job Expectations

Prestige Academy's philosophy is that all students can excel. The Special Education Teacher must believe in that tenet and be fully prepared to achieve it through integrative teaching strategies. The Special Education Teacher will work closely with teachers and families to determine and implement the strategies that are most conducive to individual student learning capabilities.

Below are some of the leadership characteristics the Special Education Teacher will be expected to exhibit.

- Work closely with the Academic Dean to develop the procedures and processes to assist students in achievement
- Embody, advocate and operationalize the mission, vision and strategic direction of Prestige Academy
- Create, monitor and sustain a school culture of academic rigor through clear expectations of students, families, faculty, and administrators
- Advocate on behalf of the students, families, and faculty in a way that is consistent with the mission of the school
- Embody the characteristics that the school wishes the students to uphold, especially perseverance, social responsibility, and professionalism
- Achieve dramatic and consistent improvement in student academic performance
- With the Executive Director and Academic Dean, recruit, interview, select, evaluate, and retain outstanding faculty members
- Support the professional development and growth of faculty
- Administer, teach and lead professional development when appropriate
- With the Academic Dean, support the design and implementation of a coherent research-based curriculum in the core subjects for all students
- Support the professional development and growth of faculty
- Comply with the charter, accountability requirements, and all relevant law
- Provide all relevant data, reports and information to the administrative team

In addition to the leadership expectations, the Special Education Teacher will also be expected to carry some specific administrative duties.

- Schedule students for pull-out services on an as-needed basis
- Maintain a log of all students on IEPs and 504s and follow all mandated timelines
- Present professional development that will help all teachers incorporate learning techniques in their classes that are beneficial to all students
- Ensure compliance with all state and federal special education requirements
- Coordinate review of student IEPs with general classroom teachers and offer detailed recommendations on successful techniques for meeting accommodations
- Review intake assessments of new students
- Develop flexible ability groupings for students within individual classes with the assistance of teachers
- Confer with parents, administrators, testing specialists, social workers, and professionals to develop IEPs designed to promote students' academic, physical, and social development
- Employ special educational strategies and techniques during instruction to improve the development of sensory- and perceptual-motor skills, language, cognition, and memory
- Meet with parents and guardians to discuss their children's progress, and to determine their priorities for their children and their resource needs

Qualifications and Experience

- Certified as Special Education Teacher
- Strong commitment to the mission and vision of Prestige Academy
- Experienced in education, strategic planning, and staff development
- Motivational and energetic leader who is committed to excellence
- Unwavering in pursuit of excellence even in the face of difficult opposition and challenges
- Results-driven educational leader with a commitment to standards-based curriculum and the use of data and assessments to drive instructional decisions
- Teaching experience in urban areas with marked success, and quantifiable and objective student performance gains that surpass state averages
- Proven ability to work collaboratively with a diverse team of teachers
- Analytical problem-solver and solutions-oriented strategic thinker who has overcome difficult organizational challenges
- Exceptional public speaker, write and editor, especially of lesson plans, unit plans, and other curricular materials
- Strong knowledge of curriculum for fifth through eighth grade students
- Technological proficiency with a basic understanding of statistics, regression and data analysis
- Energy and entrepreneurial spirit for a start-up charter school
- Professional demeanor, strong work ethic, detail-driven work style with excellent organizational skills
- Ability to prioritize, multi-task, delegate, and lead by example
- Three to five years of urban teaching and educational leadership experience is preferred
- Masters level advanced degree preferred
- Minimum three years of urban teaching preferred
- Certification K-6, K-8 or Secondary Education

- Advanced degrees in education or content area preferred
- Professional demeanor

Compensation and Benefits

Compensation will be extremely competitive and commensurate with experience. All benefits, including medical, dental, and retirement, will mirror the District's plan.

Start Date

Exceptional candidates will begin employment on August 1, 2012

Commitment to Diversity

Prestige Academy is actively seeking to build a diverse and experienced team of educators. We do not discriminate on the basis of race, color, gender, handicap, age, religion, sexual orientation, or national or ethnic origin. We are an equal opportunity employer.