The Kansas City Neighborhood Academy
Kansas City, Missouri

Classroom Teacher
Job Description and Details

School description:

The Kansas City Neighborhood Academy (KCNA) is a neighborhood school for neighborhood children whose sole purpose is to break the cycle of poverty with a proven academic model focused on literacy and STEAM (STEM + Arts). The school is part of a holistic neighborhood revitalization approach where a strong lead organization coordinates to provide the community with mixed-income housing, a cradle-to-college education, and additional "wrap around" services based on community needs. KCNA opened in the 2016-2017 school year. The school will serve grades PreK-3 for the 2017-2018 school year and will expand to PreK-6. Over time, the school and its partner organizations anticipate extending the education downward to provide a Birth to 6th grade continuum of education.

Our commitment to diverse teams:

The Kansas City Neighborhood Academy is an equal opportunity employer. Given our context both as a school and as a part of a holistic neighborhood revitalization effort, we are committed to building a diverse staff. We value the richness that diversity brings to our neighborhood and school and welcome all applicants that meet our criteria. We do not discriminate on the basis of race, gender, age, religion, or sexual orientation.

Position summary:

Teachers are responsible for providing research-based instruction aligned with KCNA and MO standards. They will integrate a variety of research-based resources and strategies to support instruction. Per the vision of the school, teachers will focus on literacy and math as critical foundations, and create interdisciplinary learning opportunities (e.g., integration of content from STEAM disciplines) while fostering 21st century skills in students.

Teachers works as a team member both within the classroom, across the grade level team, and vertically with other grade levels. Teams of teachers will have the opportunity to plan together, attend professional development together, and perfect their craft as educators.

Teachers will administer a variety of assessments to monitor student progress (e.g., authentic, curriculum-based, criterion-referenced, norm-referenced), maintain open lines of communication with parents and/or guardians, and plan instruction. They will integrate technology into their teaching, as appropriate.

Teachers report to the school's Principal.

Responsibilities:

1. **Effective classroom instruction:**
   a. Planning, implementing, and monitoring instruction and interventions as part of a Multi-Tiered System of Support / Response to Intervention structure
   b. Leveraging robust research-based curricula, resources, and strategies to enhance instruction
   c. Using a variety of data collection measures to drive instruction and intervention
   d. Designing inquiry-driven classroom experiences with a STEAM (STEM + the Arts) focus
   e. Fostering classroom culture that facilitates intrinsic drive for learning and personal growth among students

2. **Personal professional growth:**
   a. Participating in joint planning during teacher planning time
   b. Reflecting on teaching practices and seeking appropriate help and support from the leadership team
   c. Collaborating through learning communities on topics of mutual interest, such as vertical alignment of the curriculum, literacy strategies, etc.

3. **Supporting the team's professional growth:**
   a. Leading joint planning or collaborative learning communities, when appropriate to the teacher's interests and strengths
   b. Supporting assistant teachers, paraprofessionals, practicum students, and any other team members in their professional growth especially with regards to supporting all members of the team to deliver high-quality literacy and math foundations to all students
   c. Mentoring new or established teachers as needed

4. **Working with family stakeholders:**
   a. Proactively communicate with family and/or guardians
   b. Involve community stakeholders in learning experiences for students, when appropriate

Qualifications:

1. BA, BS degree required
2. Appropriate State Certification (Note: Out of State candidates are welcome, and successful applicants will be guided on the process for transferring their certification)
3. At least 3 years teaching experience in PreK-7th grade education strongly preferred
4. At least 2 years of formal or informal experience working in a team environment.
5. Spanish language skills are a plus.
6. A deep understanding of the District/State Standards strongly preferred.
7. A demonstrated ability to differentiate instruction using student data.
8. Successful demonstration of teaching techniques and classroom management skills as seen during a classroom observation by a Principal and/or another member of the leadership team.
9. Demonstrated success as a self-starter who can thrive in ambiguity.
10. Demonstrated ability to be flexible, proactive, nimble, and resourceful in a complex and fast-paced start-up environment.

11. A demonstrated belief that all children can achieve at the highest levels.
12. A demonstrated passion for working or serving in underserved communities a plus.
13. Demonstrated knowledge and ability to work effectively with individuals and groups from a variety of cultures and backgrounds.
14. Commitment to KCNA's vision and mission, curriculum and instructional techniques, and discipline philosophies
15. Willingness to work an extended day with teacher hours from approximately 7:30 AM to 4:30 PM and student hours from approximately 8:00 AM to 4:00 PM.
16. Have current authorization to work in the United States.

Application process:

- Phase 1: The KCNA team will thoroughly review cover letters and resumes of all applicants
- Phase 2: Select applicants invited to initial interview with Dr. Robin Henderson, KCNA Principal
- Phase 3: Final interview with Principal and Selection Committee

To apply, please submit your cover letter and resume to: work@kcneighborhoodacademy.org