



Job Posting: English Language Development (ELD) Teacher

The Mission of Clay Hill Public Charter school is to be a place where students thrive as members of a vibrant and inclusive learning community with families, caregivers, staff, and neighbors engaged in a practice of whole-child education. By teaching and learning from one another, we embrace unique identities and cultivate an atmosphere of love.

Clay Hill Public Charter School opened its doors for the first time in the fall of 2021 to students in grades K-3 and will serve students in grades K-7 in the 2025-2026 school year. We will continue to grow over time to eventually serve students in grades K-8.

We are committed to achieving academic excellence, challenging inequity, and combating biases through the inclusion of individuals with diverse perspectives and experiences in the life of our school and in our decision-making processes. We are dedicated to ensuring representation in our curriculum, learning spaces, and operations to promote tolerance, growth-mindedness, and diverse world views for our community. As a result, we place a special importance on recruiting, hiring and retaining staff that share similar racial or ethnic backgrounds or life experiences as our students.

ROLE

Teachers are the heart of our school as they are directly responsible for delivering on the promise we make to children and families. As the instructional leader in their classroom, teachers foster a culture of high expectations, strong student outcomes, and brave spaces for truth telling conversations. Clay Hill Public Charter School is looking for educators who love children as unique learners and whole people, are committed to lifelong learning and courageous conversations, and have the skills to build authentic relationships rooted in collaboration. This is an extraordinary opportunity to join a passionate community serving children in Baltimore City at this exciting time in our development, with meaningful opportunities to grow along with our organization.

COMPETENCIES

Demonstrate knowledge of:

- Applying an equity lens to all aspects of an academic program
- Progressive and innovative educational practices including Arts Integration, Character Education, and Interdisciplinary instruction
- Curriculum Development including Understanding By Design
- Common Core State Standards
- Assessments--formative, diagnostic and state-mandated
- Developmentally appropriate and responsive learning environments
- Impact of trauma, poverty and current events on students' development
- Proactive practices to support students in developing self-regulation and contributing to the community

Demonstrate ability to:

- Develop strong relationships among various stakeholders through active listening and collaboration
- Effectively communicate orally and in writing
- Manage multiple tasks simultaneously while prioritizing projects and assignments
- Work under pressure while maintaining a positive and calm disposition and outlook
- Take initiative and work independently
- Be flexible and adjust to changing priorities and schedules
- Serve with a high level of commitment and reliability

QUALIFICATIONS

- Certification in relevant grade levels and content areas
- Two years of experience, preferably working in a teaching role in an urban school environment
- Experience implementing high academic standards and a whole child approach
- Experience cultivating a positive classroom culture with high expectations
- Proficiency in Spanish preferred

RESPONSIBILITIES

Duties may include, but are not limited to:

- Ensure a safe and supportive mission-centered learning environment that fosters joyful engagement and inclusivity, through solution-focused leadership
- Support a school culture of high expectations and ample support for all students and staff, including the coordination with partner organizations such as OrchKids and The Language Project
- Build trusting relationships with students, families, and staff and engage in open communication
- Work amongst a team to develop curriculum, support students, and maximize learning across content areas
- Ensure safety procedures are followed, including arrival and dismissal, recess structure and supervision, and adequate classroom coverage is in place on a daily basis
- Respond to parent concerns in a timely manner
- Ensure student/staff compliance with policies and procedures and local, state, and federal regulations

- Assess student abilities as related to desired educational goals, objectives, and outcomes.
- Plan and implement appropriate instructional/learning strategies and activities, including determination of appropriate kind and level of materials. Utilizes various instructional materials and available multimedia and computer technology to enhance learning.
- Develop, adapt, modify, and individualize educational materials, resources, techniques, methods, and strategies to meet the needs of students within the City Schools curriculum framework.
- Assume direct responsibility for the development of appropriate behavior of students within the school setting by establishing and maintaining effective discipline and management procedures.
- Manage the behavior of learners in instructional settings to ensure the environment is conducive to the learning process and assists and participates in the management of student behavior in other parts of the school, center, school grounds, or work site.
- Coordinate instructional activities and collaborates with other professional staff, both school and non-school-based, as required to maximize learning opportunities.
- Request assistance and work with resource personnel as needed.
- Participate in in-service and staff development activities and staff meetings as required or assigned.
- Continually assess student achievement and maintain appropriate assessment and evaluation documentation for institutional and individual reporting purposes.
- Ensures continuous communication with parents, both written and oral, to keep them informed of a student(s) progress.
- Continually communicate with students on instructional expectations and keeps them informed of their progress in meeting those expectations.
- Manage allotted learning time to maximize student achievement.
- Assign work to and oversee paraprofessionals, parents, and student volunteers as required.
- Ensure classroom and/or instructional environment is attractive, healthful, safe, and conducive to learning and that materials are in good condition and accessible to students.
- Support or participate in school-wide student activities, social events, and approved fundraising activities.
- Monitor student behavior in non-instructional areas as assigned or required and intervenes to control and modify disruptive behavior, reporting to an administrator as appropriate.
- Collaborate with other professionals (guidance counselors, librarians, etc.) to conduct school-wide instructional or related activities.

- May sponsor or coordinate extracurricular activities such as clubs, student organizations, and academic contests.
- Perform and promote all activities in compliance with equal employment and non-discrimination policies; follows federal laws, state laws, school board policies, and professional standards.

HOURS, COMPENSATION AND BENEFITS

This is a full-time exempt 10-month position through the Baltimore City Public School District. Hiring is contingent upon processing by Baltimore City Public Schools and compensation and benefits packages are negotiated with the district.

To apply for this position, please email your resume to Principal Emily Augustine at emily.augustine@bluebirdnet.org

**Only complete applications will be reviewed, and candidates will be contacted if moved forward to an interview stage.

Notice of Nondiscrimination

Patterson Park Public Charter School, Inc. and Baltimore City Public Schools do not discriminate on the basis of race, color, ancestry or national origin, religion, sex, sexual orientation, gender identity, gender expression, marital status, disability, veteran status, genetic information, or age in its employment.

This position is affiliated with the Baltimore Teachers Union (BTU) bargaining union.