



Central Academy of Arts and Technology

Central Academy of Arts and Technology FOUNDING TEACHER

Reports to School Principal

Organizational Overview

The Central Academy of Arts and Technology, founded by LinkEd Public Schools, is an independent public charter school located in the city of Bakersfield, California. Opening with grades TK-8 in 2023, the Central Academy of Arts and Technology (Caat) will add a new grade every school year up to 12th grade and implement a college preparatory arts and technical education where students actively engage in unique learning programs. We are an intentionally diverse, college-bound academy where we hold high expectations for our students, parents, leaders, teachers, and staff to ensure a supportive and successful learning environment.

Teachers are selected by the Principal in consultation with the Executive Director. Selection is based on teaching experience, the degree of subject matter expertise, the ability to demonstrate classroom capabilities, and experience in the arts and technology. Teacher candidates will demonstrate how they will provide a quality curriculum, integrated with arts and technology, and a strong classroom environment. Experience working with low-income students and English Learners is a strong qualification for employment.

Role Summary

Caat teachers are dedicated, passionate professionals who are driven to impact the lives of students. Teachers are coached weekly to constantly improve their practice, use technology daily in Caat's cutting-edge educational program, and build and promote critical thinking skills, creativity, and technical literacy. Caat teachers maintain strong relationships with students and their families to deliver an exceptional educational experience.

Responsibilities

Instruction & Curriculum

- Rigorous instructional delivery using a variety of methods, including direct whole group, small groups, 1-on-1 tutoring, and blended technology tools

- Curriculum development and implementation in alignment with Common Core standards
- Fully participate in and contribute to data meetings, release days, and professional development sessions
- Invest in personal and professional development by fully participating in weekly coaching and feedback sessions
- Become an expert in subject matter focus and an art or technology elective

School Culture

- Manage student behavior according to common Caat practices
- Collaborate with grade level and subject matter counterparts to increase the effectiveness of teaching methods and instructional delivery
- Maintain high expectations for self and students at all times; commit to 100% student engagement

Assessment & Intervention

- Provide daily assessments to students
- Implement immediate interventions in response to daily student assessments
- Analyze data from learning platforms to inform classroom instruction and student learning
- Dialogue with students, families, and colleagues about how instructional and behavioral data affects student outcomes

Arts and Technology

- Integrate arts and technology standards into unit plans and daily instruction, taking advantage of all opportunities to make connections to content
- Engage with students in developing their technological skills, utilizing our learning platforms and programs
- Lead at least one arts or technology elective and become part of an expert community of teachers, professionals, and industry leaders

College Readiness

- Provide instruction utilizing Caat practices to teach students executive functioning skills, study skills, and the 7 Habits of Highly Successful Teens
- Dialogue with students and families about college and career readiness
- Play an active role in students' college and career planning

Requirements

Qualifications

- Bachelor's degree and valid California Teaching Credential or CTE credential required
- 5+ years of teaching experience working with a diverse student population highly preferred
- Bilingual Spanish a plus
- Driven to obliterate the achievement gap by providing high-quality education to every student who walks through our doors, regardless of any barriers they may have faced in the past
- Committed to evolving personal teaching practices, applying cutting-edge practices, and Caat's instructional model to best serve students
- Welcome and open to change, passionate about gleaning better/new ways to provide an excellent education for students and thrives on growth in response to student needs
- Embrace challenges as opportunities; demonstrate perseverance and grit in the face of challenges

What We Offer

- A rewarding and meaningful professional career where you will directly influence the direction of student lives, the school, and your career path
- A competitive compensation package including excellent salary, medical, and retirement benefits (STRS)
- Leadership opportunities and career paths
- Investment in teacher development; weekly coaching and feedback sessions for all educators
- An exciting, evolving, collaborative work environment
- Technology, including laptops, tablets, and a variety of other instructional technology tools
- Opportunity to create, design, and implement new and exciting practices

Accommodations

Reasonable accommodations may be made to enable individuals with disabilities to perform essential job functions.

Pre-Employment Process

Employment eligibility will include fingerprints, tuberculosis and/or other employment clearance.

Working Conditions

A diverse school site environment; driving a vehicle to conduct work; fast-paced work; frequent interruptions, and movement between sites during the day.

Physical Requirements

Consistent mental alertness; sitting or standing for extended periods; lifting, carrying, pushing, and pulling objects up to 30 pounds; bending and twisting at the waist, reaching overhead, above the shoulders, and horizontally; dexterity of both hands and fingers while performing duties; seeing to read, write and use the computer; hearing and speaking to exchange information, in person or on the telephone, and make presentations.

Non-Discrimination Policy

Caat is an equal-opportunity employer and is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. We intend to maintain a work environment that is free of harassment, discrimination, or retaliation based on an individual's race (including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender (including gender identity and gender expression), age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves (requesting or approved for leave under the Family and Medical Leave Act or the California Family Rights Act), domestic violence victim status, political affiliation, or any other status protected by federal, state, or local laws. The School is dedicated to the fulfillment of this policy regarding all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment. We are strongly committed to hiring a diverse and multicultural staff and encourage applications from traditionally underrepresented backgrounds. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions