



Teaching Fellows Program Overview

The KIPP Austin Public Schools Teaching Fellows program is designed to create a pipeline of teachers for a KIPP Austin Public School, and is specifically geared for individuals who have not yet been a full time teacher of record, but who foresee a career as a KIPP Austin teacher. Qualified applicants will find alignment with the KIPP Austin organizational values of Community, Honor, Tenacity, Quality and Courage, have relevant experiences working with a similar student population and show promise as a future KIPP Austin teacher. In its third year, the KIPP Austin Teaching Fellows program will have openings for the 2010-11 school year at KIPP Austin College Prep (KIPP Austin's founding school, a 5-8 middle school, established 2002), and KIPP Austin Comunidad, KIPP Austin's first elementary school, which will open with Kindergarten in 2010. Teaching Fellows who make significant progress with students during the school year may apply for 2011-12 teaching positions at any KIPP Austin Public School.

Frequently Asked Questions

If I am certified, do I apply for a teaching fellows or teacher position with KIPP Austin? Certification is not required to apply for a teacher or teaching fellow position. The majority of our teachers have prior experience as a full time teacher of record for at least one year. The teaching fellows position is specifically geared for individuals who strive to have that experience and to go on to become full time teachers with a KIPP Austin Public School.

Is the teaching fellows position a paid position? YES! We offer a competitive salary based on experience and degree(s) conferred. In addition, we offer the same comprehensive benefits program for all KIPP Austin staff members.

How do I know if I should apply for and elementary school teaching fellows position or a middle school teaching fellows position? Although there are differences between roles at each school, we highly encourage you to apply for the position that most aligns with your long-term goals for teaching elementary or middle school students.

How do I learn more? Please RSVP to a webinar at recruitment@kippaustin.org. We will follow up with specific dial-in information and a web link the week of the webinar.

KIPP Austin Comunidad elementary school Webinar: Wednesday, February 24th, 2010, 7:30p.m.

Justin Scott, founding principal, will provide participants with an overview of the goals of KIPP Austin Comunidad, a dual-language elementary school opening the summer of 2010 with 120 Kindergartners. All positions will be discussed, including Lead teachers and the co-teaching model, and the role of teaching fellows.

Middle School and Elementary School Teaching Fellows Webinar: Thursday, March 4th, 2010, 6:30p.m.

This webinar is geared for individuals who want to learn more about the day-to-day of a teaching fellow for both middle school and elementary school. Teaching Fellows desire to become full-time teachers of record with KIPP Austin, but have not had at least one year of experience as a full-time teacher of record in a school setting. Recently certified candidates as well as those without certification are encouraged to learn more about the qualifications and goals for this role.



About KIPP Austin Public Schools

KIPP Austin Public Schools is a network of free, public, open-enrollment schools for low-income and historically underserved students in East Austin, Texas. Since 2002, KIPP Austin Public Schools has empowered students to strengthen the academic skills, intellectual habits, and character traits necessary to thrive in, and graduate from, four-year colleges and universities, giving them the freedom to shape their futures and positively affect their communities. The students we target and serve are overwhelmingly low-income and come from historically underserved Latino/a and African-American populations in Austin, Texas. To meet the need of Austin's large and growing population of underserved students for high-quality college-preparatory education, KIPP Austin Public Schools will expand its network to include ten schools that serve students from Kindergarten through twelfth grade. Our growth plan calls for phased development of two pods of five schools each—two elementary (K through 4), two middle (5-8) and one high school (9-12); each school will be founded with its base grade, and grow by an additional grade each year. When fully enrolled, KIPP Austin Public Schools will serve over 5,000 students.

As one of the locally run KIPP regions, we at KIPP Austin Public Schools take a "No Shortcuts, No Excuses" approach to all we do, and combine that with high expectations and a desire for excellence. We look for the same from like-minded job applicants.

Schools in the KIPP Austin Public Schools network (2009-10 school year):

- KIPP Austin College Prep middle school (5-8); established 2002
- KIPP Austin Collegiate high school (9, 10); established 2008
- KIPP Austin Academy of Arts & Letters middle school (5); established 2009

KIPP Austin College Prep middle school, our founding school, has entered its eighth year of operation, serving 350 students in grades five through eight for the 2009-2010 school year. Its pioneer group of eighth graders entered the school as fifth graders scoring in the third grade level in their math and reading skills, on average. Upon exiting, they improved over six grade levels in their skills.

For the 2010-11 school year KIPP Austin Public Schools will open its first elementary school with an inaugural Kindergarten class of 120 students in 6 classrooms with two teachers per classroom. Teaching and learning will occur in English and Spanish, thereby providing students with a framework for understanding their individual power and roles as thoughtful, engaged citizens. Instruction will be standards-based in foundation, inquiry-based in approach, balanced in scope and inspirational in impact.

Job Description:

KIPP Austin Public Schools Teaching Fellows work intensively with administrators and teachers to hone teaching skills while helping our students achieve the academic skills, intellectual habits, and character traits needed to succeed in the nation's most competitive high schools and top colleges and universities. Teaching Fellows will learn data-driven instructional strategies to develop structured and dynamic lessons to engage all students. The Teaching Fellow's time is divided between assisting teacher advisors, lesson planning, whole group instruction, small group tutoring and grading. These duties provide an excellent training, preparation and practice for teaching positions that will be available in the 2010-11 academic year.

Reports to: Assistant Principal or Principal



Responsibilities:

- In partnership with a mentor teacher, develop academically rigorous lessons; create rubrics and assessments
- Assess students' progress throughout the year
- Daily awareness of individual student's progress and learning needs
- Work with the other teachers to create and implement interdisciplinary lessons and develop effective pedagogical strategies; work collaboratively with lead teacher to design, plan, implement and assess student learning
- Create professional learning goals each year; willing to offer support to and receive constructive feedback from colleagues in order to create a professional working atmosphere that is conducive to change and improvement
- Plan and supervise purposeful special projects
- Help to create a classroom climate and environment where students can safely develop ownership of their actions and learning
- Help shape and develop a school-wide atmosphere that best suits the needs of our students, teachers, and families
- Communicate students' progress toward realizing academic and character development goals with families on a weekly basis
- Seek to develop one's own teaching capacity through making significant academic gains with students, developing rigorous lessons, seeking feedback and supporting school wide activities

Qualifications:

- Demonstrate measurable success in previous experiences related to education or working closely with underserved middle or elementary school populations
- Experience with subject area of assignment
- Willingness to see Texas Teacher Certification appropriate for the level and/or subject area of assignment
- Strong desire to teach an academically intense curriculum and to commit to an extended school day, week, and year
- Demonstrate a commitment to the philosophy that every minute of every day is learning time by preparing and executing engaging lessons
- Willing to continue to develop and hone pedagogical strategies and classroom management techniques in order to create enriching learning atmospheres
- Demonstrate a commitment to continue their professional development individually, as well as to continuously strive to enhance the level of instruction at the school in general
- Implement classroom management practices that are consistent with the culture of the school
- Multi-faceted, multi-skilled, resourceful, and willing to do whatever it takes to help our students reach a level of academic excellence
- Possess an entrepreneurial spirit, be flexible, willing and able to play different roles at the school, and to go above and beyond to meet the varied and constant needs of the students of KIPP Austin
- Model positive and healthy character traits and habits, such as being organized, consistent and understanding
- Excellent organizational, communication and facilitation skills
- Unquestioned integrity and commitment to the KIPP Austin mission and community
- Bachelor's degree (required)
- Spanish proficiency a plus



Teaching Fellows Application Process:

- 1) Qualified applicants apply directly online through the KIPP Austin website at www.kippaustin.org; click on the CAREERS tab and apply specifically to the position “Elementary School Teaching Fellow” or “Middle School Teaching Fellow;” the DEADLINE for applying is Friday, March 19, 2010.
- 2) Qualified candidates will be invited to attend a webinar and/or a Talent Recruitment Event
 - a. Webinars:
 - i. KIPP Austin Comunidad elementary school Webinar: Wednesday, February 24th, 2010, 7:30p.m.
 - ii. Middle School and Elementary School Teaching Fellows Webinar: Thursday, March 4th, 2010, 6:30p.m.
 - b. Talent Recruitment Events
 - i. KIPP Austin Comunidad Talent Recruitment Event (elementary school): Monday, March 8th, 7:30a.m.-11:30a.m.
 - ii. Teaching Fellows Talent Recruitment Event (elementary and middle schools): Wednesday, March 10th, 7:30a.m.-11:30a.m.
- 3) Formal interviews (phone and in person) will take place April 1st-15th, 2010.
- 4) Offers will be made by April 23rd, 2010.