



ASSOCIATE TEACHER

ABOUT RAINIER PREP:

Rainier Prep is a rigorous college preparatory 5th – 8th public charter school located on the border of South Seattle and Burien, WA. We believe in the inherent capacity of every student to succeed in a college prep environment. Rainier Prep is achieving radically different outcomes for students who historically have experienced the most obstacles to college degrees and representation in leadership positions. Although state tests don't represent all that our amazing students are capable of, we are proud to share that on the most recent state Smarter Balanced assessments, Black and Latinx students at Rainier Prep performed at two times the proficiency rate in both math and science compared to their district peers, while also achieving a greater percentage of high growth year over year.

STAFF WE SEEK:

At Rainier Prep, we believe that teachers are the cornerstone of creating an exceptional school. Teachers at Rainier Prep are collaborative, adaptable team members who are instrumental in creating, modeling, and sustaining a culture of high expectations, rigorous learning, curiosity, hard work, and family engagement. Applicants need to be deeply motivated to provide the best educational experience possible for our community. Rainier Prep staff are expected to be creative in building new programs, as well as solutions-oriented in addressing the challenges that inevitably arise in a school setting. We model a growth mindset and foster continuous learning in students, families, and colleagues.

MAJOR RESPONSIBILITIES:

Associate teachers are teachers in training. Successful candidates have experience working with diverse students but do not have a formal Washington State teaching certificate. This program provides candidates a mentor teacher, surrounds them with high quality colleagues and puts them on a pathway to becoming an excellent teacher with all the full certification. Candidates enroll in the University of Washington UACT program to obtain full certification within one year.

Establish Strong Classroom and School Culture:

- Model an approach to learning that emphasizes risk-taking, respect, curiosity, and constant commitment to quality improvement, while leading students to handle adversity and ambiguity well
- Thrive in an innovative, reflective culture that demands flexibility and quick adjustments to meet student needs
- All instructional positions at Rainier Prep teach Reading 4 days per week for 30 minutes.

- Teach enrichment 4x per week.

Deliver Excellent Results:

- Plan units of study and high-interest, multimedia, fast-paced daily lessons with clear outcomes that students can understand
- Use formative assessment data frequently to guide instruction and gain additional knowledge about how to diagnose and correct students' misconceptions
- Differentiate instruction, and engage collaboratively and proactively with student support staff

Lead a Student Advisory Group:

- Start and end the school day with a group of 12-16 students to promote focus on readiness for instruction, goal-setting, growth mindset, and positive problem-solving
- Establish healthy mentor relationships with students, and serve as a resource to help students navigate both their successes and challenges
- Serve as the main point of contact for each advisee's families, including three parent-advisor-student meetings in August, November, and March

Collaborate with Colleagues:

- Observe colleagues' lessons, and provide feedback to improve teaching and learning
- Collaborate with grade-level and subject-area colleagues on content delivery and student/family supports
- Create and support common school-wide systems, and assist in special projects and school events as needed

MINIMUM QUALIFICATIONS:

1. A Bachelor's Degree
2. Culturally competent and responsive instruction with diverse students and families, a commitment for advocating for all children, and experience working with students of similar backgrounds
3. Excellent relationship-building and communication skills with adults and students alike
4. Ability to multi-task in a fast-paced, dynamic environment
5. Ability to work independently and as a team member
6. Excellent organizational, planning, and implementation skills
7. Excellent technology, writing, communication, and presentation skills

PREFERRED QUALIFICATIONS:

1. Fluent in Somali, Spanish, Vietnamese, Amharic or Arabic
2. Classroom data which demonstrates that your students are outperforming the odds
3. Experience in a high-performing district or charter school that is significantly outperforming its neighboring schools

SALARY:

Salary depends on full-time years of classroom teaching experience and level of education, and ranges from \$56,000-\$102,000. School vacations/holidays + benefits such as health, dental and vision insurance, and retirement will be included.

HIRING PROCESS:

Go to www.rainierprep.org/careers and follow the instructions to apply. Rainier Prep will invite selected candidates for interviews. The selection process will continue until the position is filled. Hiring is contingent upon successful completion of employment and certification verification, fingerprinting, etc.

CERTIFICATION:

Candidates will be responsible for completing all steps toward Washington state certification in order to begin work in Rainier Prep. Associate Teachers will complete paperwork, testing, and enroll in the University of Washington UACT program where it is possible for candidates to work toward their K-8 teacher certification while working full-time. The tuition payments and certification costs are the responsibility of the candidate.

EQUAL EMPLOYMENT OPPORTUNITY COMMITMENT:

Rainier Prep is an equal opportunity employer, and thus affords equal employment and advancement opportunity to all qualified individuals without regard to race, creed, color, religion, national origin, ancestry, gender, sexual orientation, pregnancy, age, disability, marital status, medical condition, or any other classification that is protected under applicable local, state or federal law.

NONDISCRIMINATION STATEMENT

Rainier Prep will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on race, religion, creed, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation, gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. Rainier Prep will provide equal access to school facilities to the Boy Scouts of America and all other designated youth groups listed in Title 36 of the United States Code as a patriotic society. Rainier Prep programs will be free from sexual harassment. Auxiliary aids and services will be provided upon request to individuals with disabilities. The below listed compliance officers have been elected to handle questions, comments, and complaints of alleged discrimination. They are available at 10211 12th Ave S. Seattle, WA 98168 or by phone at (206) 494-5979

Title IX Coordinator: Kamille Dye, Director of Finance & Operations

Section 504/ADA Coordinator: Morgan Fernandez, School Principal

Civil Rights Compliance Coordinator: Kamille Dye, Director of Finance & Operations

