



Intrepid College Prep is a growing network of free, open-enrollment, high-performing public charter schools committed to preparing scholars to excel in selective colleges, earn professional opportunities, and graduate as financially literate professionals and positive leaders. Our Blue Chip Team currently educates nearly 500 students across two schools – Opportunity Academy, serving students in grades 5-8 and Independence Academy, serving students in grades 9-10 in 2018-2019.

A pioneer in financial literacy education, Intrepid College Prep achieves remarkable academic growth for all scholars especially English Language Learners. In 2017, our scholars were #1 in ELL Achievement in Math, #1 in Hispanic Achievement in Math, and #1 in African-American Achievement in Math. Intrepid was also #1 in composite growth among all middle and high schools in Nashville and in the top 1% in the state for growth during the 2016-2017 school year. 96.7% of Intrepid's Algebra I students demonstrated On-Track/Mastered performance during the 2016-2017 school year.

Our work grows scholars academically, financially, and socially – providing the skill sets needed to be game changing leaders in every facet of the future. Intrepid alumni will transform college campuses and the work force, raising expectations for academic excellence, financial acumen and ethical leadership.

### **Teach Literacy and Math at Intrepid College Prep**

Among our student population, as few as one in ten students of color leaves an Antioch-area public elementary school prepared to succeed in a rigorous middle school due to a phenomenon known as the “fourth grade slump”. In fourth grade, students transition from learning to read to *reading to learn*. Without this essential skill, students experience a precipitous academic decline.

Nationally, individuals and corporations seeking to profit from the school-to-prison pipeline look to third and fourth grade literacy rates to determine how much they can profit from criminalization in low-income and minority neighborhoods.

At Intrepid College Prep we reverse this trend through ambitious goal-setting and exposure to numerous texts of increasing variety and complexity so that our prepsters become insightful and capable readers.

There is tremendous need for the rapid development of high-quality teachers in these foundational areas. We are partnering with RELAY to offer a two-year teacher residency program. At the end of the program, successful residents will earn a teacher certification, a graduate degree, and receive two years of intensive coaching and co-teaching experience with a Mentor Teacher and dedicated Instructional Leader.

### **Apprentice Teachers**

The Apprentice Teacher position provides a unique opportunity for talented individuals with limited or no teaching experience to explore the field of education and to gain hands-on practice and the training necessary to become a successful full-time classroom teacher. Apprentice Teachers will have an opportunity to observe best practices in classroom instruction and education reform from experienced teachers and school leaders at a leading charter school in Nashville. Apprentice

Teachers observe and learn from Master Teachers, co-teach with Instructional Leaders, provide in-house substitute teaching coverage for teachers, and support teachers with tutoring, grading, and individual or small group student instruction. Depending on school needs and candidate background, Apprentice Teachers may also teach their own class of students, allowing for direct teaching experience within a more limited teaching load. Apprentice Teachers will also assist with a variety of work inside and outside of the classroom, including teaching Enrichment classes, organizing student events, and developing mentoring relationships with students. Through full participation in summer and school-year professional development, as well as regular meetings with an instructional coach, Apprentice Teachers will have many opportunities to gain the experience and support necessary to develop their teaching skills. By the end of the year, Apprentice Teachers will be very strong candidates for full-time teaching positions.

Successful Apprentice Teacher candidates possess the following characteristics:

- Dedication to educational success for students of color and low-income youth
- Proven track-record of high achievement in the classroom
- Highest commitment to improving curriculum and instruction through collaboration, best practices, regular assessment and data analysis
- Effective communication skills with students, parents, and colleagues
- Holds a B.A./B.S. degree with a minimum G.P.A. of 3.0
- Degree in subject area intended to teach (preferred)
- Speaks Spanish or has experience working with bilingual students (preferred)
- Valid State Certification is helpful but not required. Belief in and alignment with Intrepid College Prep's core beliefs and educational philosophy are non-negotiable.

The position will begin in July 2018.

### **Compensation**

We offer a generous compensation package. All staff members are equipped with the tools needed to succeed, including a dedicated work space, laptop computer, email, high-speed internet access, and all necessary supplies. Compensation is highly competitive; teachers are eligible to participate in the MNPS Retirement System.

### **Commitment to Diversity**

Intrepid College Prep is an equal opportunity employer. As an equal opportunity employer, we hire without consideration to race, religion, creed, color, national origin, age, gender, sexual orientation, marital status, veteran status or disability.

### **Apply Now**

To apply, submit the Get to Know You Questionnaire on the HireVue portal here: <https://bes.hirevue.com/signup/fdU274khqGp88dNBiw3anK/>.