



POSITION: MIDDLE SCHOOL PARAPROFESSIONAL

LOCATION: ANTIOCH, TN

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.

Join our Prepster Support Team at Intrepid College Prep

At the core of Intrepid College Prep's vision is the unwavering belief that all students, regardless of their socioeconomic status or educational background, deserve a high-quality, college preparatory education. With this core belief, we are targeting a student population that faces academic adversity based on factors such as income level or home language. Intrepid College Prep has approached development of the educational program very deliberately to meet prepsters where they are instructionally and accelerate them to achieve mastery at and above grade level.

The Paraprofessional reports to the Dean of Prepster Support and collaborates with Blue Chip Teachers, SPED Teachers, ESL Teachers, and the Principal to unlock the power of data in providing every student the right academic supports.

Paraprofessional Duties and Responsibilities

Social-Emotional Support Activities

- Ensure that a supportive and compassionate relationship has been established with the student
- Provide behavior management support to a student who's mandated to receive 1:1 paraprofessional services at all times during a school day
- Work with student in one-on-one or in small group settings

- Proactively identify student's growth areas and share out data related to observations in order to implement collaborative problem-solving plans to address student needs
- Implement strategies to support student behavior or focus
- Assume responsibility for learning and adapting to the student's physical, communicative, and emotional needs.

School Culture Support Activities

- Assist with maximizing student's ability to participate in programs and activities
- Supervise student during out of classroom settings such as arrival, transitions, lunch, and dismissal
- Support select after school opportunities such as ceremonies, dances, athletics, and detention
- Fully participate in opportunities for individual and school-wide professional development

Successful Paraprofessional candidates possess the following characteristics:

- Dedication to a college preparatory path for students with disabilities, learning gaps, and behavioral challenges
- Orientation to using academic and behavioral data (grade reports, NWEA map testing, Lexile data) to make instructional decisions.
- Minimum of two years experience in an urban public school or charter school setting preferred, but not required.
- Highest commitment to improving curriculum and instruction through collaboration, best practices, regular assessment and data analysis
- Effective organization, time management, and follow-up skills
- Ability to successfully handle multiple projects concurrently
- Exceptional communication skills with students, parents, and colleagues, with demonstrated ability to speak and write clearly and persuasively
- Ability to learn quickly and to be effective in a fast-paced, dynamic, entrepreneurial environment
- Exceptional attention to detail, problem-solving, critical-thinking, and strategic planning skills
- Holds a Bachelor's degree from an accredited college or university (preferred)
- Speaks Spanish, Arabic or has experience working with bilingual students (preferred)
- Belief in and alignment with Intrepid College Prep's core beliefs and educational philosophy are non-negotiable.

The position will begin immediately.

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

Complete the application screen here: To apply, complete the initial application [here](https://bes.hirevue.com/openvue/y6m8ipspHn/). To type the link into your browser:
<https://bes.hirevue.com/openvue/y6m8ipspHn/>.

Note that this application screen does not require you to submit a video, although later stages of our process do so.