

About the Girls Leadership Academy of Wilmington (GLOW)

GLOW Academy is an affiliate of the Young Women's Leadership Network (YWLN), a group of groundbreaking and successful single-gender schools founded in New York in 1996. GLOW is guided by their proven educational model and is in the business of transforming lives through transforming education. At GLOW Academy our vision is: "She will... Graduate, Go to College, and Succeed in Life!"

GLOW Academy, opened in Wilmington in the fall of 2016, is the first school of its kind opening in the South and we hope that it will be a model for similar schools across North Carolina. We are growing and seeking to add change-makers to our team in the following areas:

MIDDLE SCHOOL Social Studies/Science Teacher

If you are seeking to make a difference in the lives of middle and high school girls, want a challenging and rewarding career and wouldn't mind living at the beach, then GLOW Academy just might be the right fit for you. Our 7th grade team is looking to add a teacher to instruct both social studies and science in a year-long combined coursework.

WHAT WE VALUE & BELIEVE

At GLOW we believe that potential, not zip code, should determine our students' destinies. We also believe in the power of being a girl, and every day we work to provide our students with the opportunities they need to thrive in whatever field they choose.

We will accomplish this by improving high school graduation and college enrollment rates among our students, many of them considered high risk due to the socioeconomic conditions in which they live. We believe that when these girls finish high school and go to college, the cycle of poverty is broken for them and their community leading to a reduction in generational poverty in Wilmington and beyond.

At the heart of GLOW Academy is a focus on "whole girl" education. We seek to foster the growth of leadership and confidence in our students and build and sustain family support, all while engaging all of our students in a rigorous college preparatory program. This means that GLOW emphasizes the following areas to ensure that each girl has a successful 6-12 experience and continues on to college: leadership development, early college and career awareness, health and wellness and expanded opportunities in science, technology, math and the arts.

WHO ARE WE LOOKING FOR

At GLOW we recognize that teachers are the heart of the instructional program at our school. Therefore, the Girls Leadership Academy of Wilmington is committed to the

recruitment and retention of the highest caliber educators dedicated to our mission and our students. We get excited about educators who get fired up about learning; who want to spend their time discussing, preparing and immersing themselves in the content they're about to teach and how they will teach it; and who yearn to work collaboratively with their colleagues to build a truly integrated curriculum experience for students. We're looking for educators who believe that family and community partnerships are crucial and reach out beyond their classrooms to build relationships that support student learning and success. We value a hunger for feedback and the desire to engage in an ongoing process of reflection and growth for students and faculty. Above all, we are looking for educators who are passionate and committed to single gender education and our ultimate goal of closing the achievement gap for all our girls at GLOW.

Who You Are

- An **encourager** that recognizes the power and potential within all students
- A **life-long learner** that continuously strives to be a better version of themselves through learning, improving and being hungry for feedback
- A **problem-solver** who approaches challenges with smart solutions in mind
- A **data-driven analyst** who reflects and takes action based on results
- A **proactive communicator** who reaches out to students, families, and teammates

What You'll Do

- **Bring it.** Have stamina and the ability to set and achieve ambitious goals, and handle the intensity required to bring your best self to each school day.
- **Own it.** Do the intellectual preparation needed to create and develop rigorous assessments, unit plans, lesson plans, and instructional materials; demonstrate expertise in and a genuine passion for curriculum that is contagious to students.
- **Deliver strong.** Dynamically lead students in whole-class and small-group settings, cultivate intellectual curiosity and a love of learning in students, and adjust instruction using qualitative and quantitative data to ensure student understanding and meet differentiated student needs.
- **Aim high.** Uphold, and implement GLOW's values, policies, and systems to effectively manage a classroom and consistently lead students to meet high academic and character-based expectations.
- **Never stop growing.** Offer and receive constructive feedback from colleagues in order to create a professional working atmosphere that aspires to excellence and is conducive to constant improvement.
- **Be the inspiration.** Teach the knowledge and skills, nurture the confidence and character, and inspire the passion needed for our students to achieve their goals, live their best lives, and positively impact the world
- **Spread the love.** Build relationships with students, families, and staff to foster a culture of joy and community. Maintain strong lines of communication with families about student progress and go above and beyond to support and

collaborate closely with teammates in the united pursuit of GLOW Academy's mission.

RESPONSIBILITIES

To ensure a good fit for all, it is essential that faculty at our school commit to the following 'understandings' at the heart of our model:

1. GLOW faculty support single-sex public school education for urban, socioeconomically disadvantaged girls as a choice that will help to mitigate the negativity of generational poverty by providing a personal and intellectual safe haven to every student.
2. GLOW is a "balanced learning" school utilizing inquiry, problem solving, performance based and standardized assessments to best prepare students for college entry and success and for lifelong independent learning. The predominant style of pedagogy is student as worker, taking full responsibility to become a lifelong learner.
3. GLOW faculty members are collaborative and collegial, share, meet and collaboratively plan regularly, and take responsibility for the work of the school and model for the students by taking leadership positions outside of their classrooms.
4. GLOW faculty see themselves as student advocates as well as content and instructional specialists. They espouse a daily Advisory program because our students need close, caring, child advocates with high expectations and high levels of commitment and support.
5. At GLOW, the curriculum is rigorous, collegially developed and standards based.
6. GLOW faculty recognize the importance of professional learning communities and meet regularly to address data, Advisory, grade and departmental development. In addition, they are encouraged to participate in professional goal setting, personal professional development, and study groups designed from a menu of choices based on student needs. In essence, GLOW faculty model learning by demonstrating lifelong professional learning daily for GLOW students.
7. GLOW faculty believe in "parents as partners" as an essential element for securing successful outcomes for all of our students. Engagement, inclusion and relationship building outside of the building are critical in this endeavor.
8. GLOW is a uniform school because of the core belief that it will enhance our students' chances for success. GLOW faculty accept the professional responsibility for modeling professional dress and demeanor and enforcing the uniform dress codes established by the GLOW community.
9. GLOW is a "learning lab" and part of a network of model schools. We are a high profile, high interest school which receives visits from other educators, politicians, supporters and the media on a regular basis. As such, our practices are transparent and open to scrutiny, further adding to the responsibility of every staff member.

10. We acknowledge this work is hard, and we provide each other with the support and respect needed to fuel this very important effort.

REQUIRED EDUCATION, CREDENTIALS & EXPERIENCE

- NC Teacher Certification in the subject area and relevant grades
- Demonstrated ability to teach middle school and/or high school grades 6-12 with a passion for and competency in the appropriate subject area
- Awareness of educational issues regarding the academic and social development of minority and socioeconomically disadvantaged adolescent girls from high needs neighborhoods/communities
- Demonstrated ability to develop engaging lessons that include knowledge and skills in the standard course of study for science and social studies.
- Demonstrated ability to build a warm and inclusive classroom environment, implementing the practices of positive behavior supports and strong relationship building to support student success

COMPENSATION

- The Girls Leadership Academy will utilize the NC Educators step pay scale with an additional local supplement(s).

THE PERKS

- **Benefits:**
 - Employee paid health insurance, employee paid dental, a competitive employer match 401K program, supplemental Long Term Care coverage and \$15,000 life insurance policy (other benefits available at employee expense).
 - Paid sick and vacation leave

APPLICATION INSTRUCTIONS

Please complete the following steps: Send a Resume, cover letter and an application to Cathy McClain, Human Resources Coordinator - cmclain@glowacademy.net. Visit our website for additional information. glowacademy.net

Applications are available online or can be requested. Both the online application and submission of a resume/written personal statement must be completed for consideration for the position.