



**VALOR COLLEGIATE**  
*Academies*

## Job Description: Founding High School Teacher

*We exist to empower our diverse community to live purposeful, inspired lives.*

Valor Collegiate Academies is a charter school network to serving 1,000 students in the 2017-2018 academic year at its two middle school campuses in Nashville: Valor Flagship Academy and Valor Voyager Academy in grades 5-8. Our scholars will graduate with academic skills, social-emotional skills, and positive character strengths that rival the outcomes of the best schools in the world.

In the fall of 2018, we will be opening our high school serving 9th graders from our two middle schools. We are looking for exceptional classroom teachers who are excited to be part of our founding team.

### What Makes Valor Unique?

**Top 1% Academics.** In 2016-2017, our middle schools scored 5/5 on TVAAS growth data in all grade levels, with our growth performance placing us in the top .03% of all Tennessee middle schools. Though Tennessee did not have state testing in 2015-2016, data from a nationally normed test showed both Valor schools in the top 8% of the 60 elite national charter school networks in the country in both growth and achievement. In Valor's founding year, our scholars' ranked #1 in 5<sup>th</sup> grade achievement of all middle schools in Nashville. Valor was also the only middle school in the state to be in the top 1% in both growth and achievement scores.

**Powered by Compass.** We are passionate about creating an environment that sees our foundational responsibility as being far bigger than academics. We've created a human development model, the Valor Compass, which helps to guide scholars to have a Noble Purpose, a Sharp Mind, a Big Heart, and Aligned Actions. Scholars are guided by a teacher through phases of the compass within single-gendered, heterogeneous, small "pride groups" of boys or girls.

**Diverse, Equitable, and Inclusive Community.** Valor was founded upon the belief that having a truly diverse community of families and learners in a thoughtfully designed model allows for everyone to have a higher quality and more meaningful experience. Our current scholar population is approximately 40% white, 20% Middle Eastern, 17% Hispanic and Latino, 15% African American, and 8% Asian, with approximately half of our scholars coming from lower income and half from middle income homes.

### What Makes Being Founding Team Member at Valor Unique?

In addition to the above, being a part of the founding team is unique in that your expertise, voice, and drive will help shape decades of lives as we build the high school together. Not only will you be asked to be an expert in your subject area, but also help set the vision, systems, routines, and traditions that build on the success of our middle schools and help us actualize our mission.

## What Makes Teaching at Valor Unique?

Valor understands that schools are only as great as their teachers and leaders. Therefore, our goal is to attract, develop, and retain one of the best faculties in the nation. Our educators will become extraordinary teachers, mentors, and leaders, as well as play an integral part of the growth and decision-making processes of the organization.

- Each Valor teacher serves as a “**Pride Group Leader**” to approximately 20 heterogeneous scholars, leading their development of an Individualized Compass Plan and overseeing their social-emotional progress throughout the year in various capacities.
- Valor teachers receive an incredible amount of **personalized coaching and professional development**- approximately 5 times the amount received in a traditional school. Teachers are observed and coached by a principal or assistant principal and work through a Commitment to Continual Growth plan, which is designed jointly by the teacher and coach.
- Every Valor teacher is expected to act as a **classroom teacher, a mentor teacher, and a leader**. Daily work with scholars is combined with responsibilities to counsel scholars towards their noble purpose and to play an active role in running the school site.

## Applying to Teach at Valor

### Qualifications and Characteristics

- A valid Tennessee Teaching Credential (or commitment to obtain one)
- A Bachelor’s in Education or subject area of interest (master’s degree preferred, but not required)
- Relentless drive to improve the minds and lives of scholars in and out of the classroom
- A proven track-record of high achievement in the classroom
- Grit and perseverance to work within a fast-paced, start-up environment
- Mastery of and enthusiasm for academic subjects
- Commitment to use data and technology to personalize learning for both adults and scholars
- Commitment and enthusiasm for working with an ethnically and economically diverse student body
- Ability to model, live, and reinforce the school’s core values inside and outside the classroom with colleagues, scholars, parents, and the larger community
- Optimism, resiliency, curiosity, a sense of humor, and a burning passion for personal growth and student success.

Compensation packages are competitive based on experience and education level.

**Interested candidates should apply online at [www.valorcollegiate.org/work-at-valor](http://www.valorcollegiate.org/work-at-valor)**