

Maricopa County Regional School District #509

High School Teacher / Guidance Counselor

Position Start Date: July 1, 2019

Status: Full-time (257 Days)

The Maricopa County Regional School District, led by the Maricopa County School Superintendent Steve Watson, is *re-imagining the teaching and learning experience* and is seeking teachers who are relational, self-directed, confident and highly skilled. We believe if we hire the best teachers, equip them with what they need and provide them with the right amount of support, students will learn and teachers will thrive!

We believe this is the teaching job of a lifetime. It has been conceptualized after two years of teacher focus groups, interviews and surveys that articulated what teachers believe they need to be successful. No other teaching position in Maricopa County offers this much autonomy, support, access to resources and salary.

The School District

The Maricopa County Regional School District (MCRSD) is a public (non-charter) school district. It is classified as an accommodation district and is authorized by Arizona Revised Statute § 15-308. Per state statute, the accommodation district is under the authority of the elected County School Superintendent.

In recent history, MCRSD has provided education services to homeless students through the Papas Schools, students in juvenile detention and unaccompanied minors detained in private facilities throughout Maricopa County. The Papas Schools were closed around 2008 and MCRSD turned its focus on educating students in secure care facilities.

The School

Hope College and Career Readiness Academy opened three years ago. It began as a charter school in partnership with South Mountain Community College. Its goal was to re-engage disconnected youth to school and work through credit recovery and intern-based career training. It adopted the [Big Picture Learning framework](#). In 2017, the agreement with South Mountain Community College ended as well as the charter. The school physically moved to a temporary campus and came under the Maricopa County Regional School District as a traditional public high school serving a non-traditional student population.

It is currently [located on a temporary campus](#) in south Phoenix. (The district is looking for a more suitable location.) There are currently 81 students. This student population projects a class size of 1:10 to 1:15. In addition to the four core classes (math, science, social studies and English), there will be two CTE/STEM teachers, a special education teacher and a guidance counselor.

Expectations and Support

Expectations for student learning and professional conduct are always high in the profession, but this position presents a unique combination of both challenges and opportunities.

The students currently attending MCRSD have multiple academic and behavior challenges. Many of them have not previously experienced a supportive school culture and are at risk of disconnecting. Text-based learning and reward and punishment discipline programs have failed them in the past. These strategies will not be used with our students.

There is no district-adopted curriculum and teachers will be required to work as a staff to develop meaningful learning experiences that span grade levels and subject areas.

Teacher-led development of behavior and learning programs is a substantial time commitment and at times will require individual concessions in support of team identified goals and priorities. Challenging, yes, but think of this opportunity to leverage your expertise and passion to create a thriving learning community that fosters joyful exploration and discovery!

True teacher-led collaboration and student-centered learning take time and support. We know that and are committed to creating a schedule conducive to both planning time and embedded professional learning. Student growth is paramount and teachers will work together to determine growth measures and provide support and accountability. Professional learning needs will be determined by individuals and the staff.

Employment Requirements

We are looking for candidates who demonstrate a student-centered approach to teaching and learning, attention to the “whole child,” strong differentiation skills, a commitment to culturally responsive pedagogy, and a strong grounding in best practices. Risk-taking, collaboration, a positive community spirit, and strong communication skills are essential characteristics of the candidate.

Additional responsibilities for all full-time teachers include supporting student wellbeing, partnering with families, assessing and evaluating student progress, providing opportunities for parent education, participating in faculty meetings, duties, and school events. Our community is a collaborative environment, and teachers plan with their colleagues to deliver an innovative, thoughtful program.

9-12 Teachers:

- A degree in Secondary Education (or comparable degree) from an accredited institution is required; advanced degrees preferred.
- One or more of the following:
 - Arizona English Certification
 - Arizona General Science Certification
 - Arizona Earth Science Certification
 - Arizona Biology Certification
 - Arizona Chemistry Certification
 - Arizona Physics Certification
 - Arizona Mathematics Certification

- Arizona Social Studies Certification
- Arizona Political Science/American Government Certification
- Arizona CTE Business and Marketing Certification
- Arizona CTE Industrial and Emerging Technologies Certification
- Special Education Certification

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to walk, stand and hear and sometimes sit. While performing the duties of this job, the employee may occasionally push or lift up to 50 lbs such as boxes of books and computer carts. The employee is directly responsible for safety, well-being, or work output of other people. Specific vision abilities required by this job include close vision such as to read handwritten or typed material, and the ability to adjust focus. The position requires the individual to meet multiple demands from several people and interact with the public and other staff.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is quiet to moderate. Duties are performed indoors and occasionally outdoors.

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned.

Equal Opportunity Statement

Maricopa County Regional School District (MCRSD) provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sexual orientation, gender identity or expression, national origin, age, disability, sex (including pregnancy), personal appearance, genetic information, economic background, political affiliation, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state, and local laws.

MCRSD complies with applicable state and local laws governing nondiscrimination in employment in every location in which the district operates. This policy applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

MCRSD expressly prohibits any unlawful form of employee harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, sex (including pregnancy), personal appearance, genetic information, economic background, political affiliation, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state, and local laws. Improper interference with the ability of MCRSD employees to perform their expected job duties is absolutely not tolerated.