



WHY TEACH AT PRODEO ACADEMY?

Compensation: Recognizing that teachers are the number one factor in student achievement, Prodeo Academy will offer competitive teacher salaries.

Founding Team: Prodeo Academy will provide the opportunity to be part of a founding team focused on closing the largest achievement gap in the country, with the potential to be a teacher-representative on the founding *leadership* team.

Leadership: Prodeo Academy will provide supportive leadership. The Principal and Executive Director have extensive training at high-performing charter school networks, as well as a combination of over 20 years of teaching experience. They have been on the founding team of three urban schools.

Sustainability: Our leadership is committed to a sustainable teaching environment. For example, we will differentiate professional development, and provide volunteers to help with time-consuming tasks such as copying, bulletin boards, folders, etc.

Best Practices

Prodeo Academy's leaders have taken the past two years to study best practices across the country. They have traveled, worked, and done internships in over 30 schools that are gaining exceptional results with student populations that are traditionally underperforming. At Prodeo Academy teachers will experience ...

- A culture of accountability that mirrors the highest performing charter schools in the country.
- A model based on best practices including Teach Like a Champion taxonomy techniques, data-driven differentiated instruction, and a strong and consistent school culture.

High Quality Teachers

Understanding that students who have excellent teachers gain 1.5 years' growth per year whereas students who have poor teachers merely gain .5 years' growth per year, we have made a national search for highly qualified teachers our highest priority. Working at Prodeo, teachers can be assured that they will work with ...

- Teachers who hold themselves accountable for student learning and who are committed to delivering individualized, data-driven instruction.
- Teachers with experience gaining exceptional student results.
- Teachers who are committed to collaboration and excellence and are open to feedback, always looking to make their practice even stronger.
- Teachers who will be a part of Professional Learning Communities that work together to norm the scoring of assessments, analyze student data, and use it to re-group students and plan for instruction.
- Teachers who promote best practices through analyzing effective teaching methods.

Small Group Instruction

While there are 22 students per class, they spend a significant part of the day in groups. Though our commitment to small groups, we will be able to push the learning of our students at every level, thereby preventing any student from being held back by the pace of the class.

- Teachers have only half of their class during reading groups to allow for Guided Reading to be taught in groups of 5-6.
- Teachers are provided support during math and word study lessons in order to allow for teaching of small groups in a rotation.
- Teachers are provided staff development days, allowing them adequate time for data analysis.

Thank you for your interest. We look forward to continuing our conversation about teaching at Prodeo Academy.

Contact Chancey Anderson, Principal - chanceyanderson@prodeoacademy.org