



**Detroit Achievement Academy (DAA)** exists to holistically support the education and development of students who have the determination, drive, and skills to shape their own path of high achievement with the ultimate goal of creating civically engaged, joyful citizens who are ready to change the world.

## GUIDING PRINCIPLES AND MINDSETS

- **Our work is active.** We learn by doing and getting our hands dirty. Students are scientists, urban planners, historians, and activists, investigating real community problems and collaborating with peers to develop creative, actionable solutions. Adults are active guides of student learning and active members of their professional learning community.
- **Our work is inclusive and equitable.** Students and adults celebrate the diverse backgrounds of their peers. School leaders work to recruit and attract a population of families and faculty that represents different socio-economic, racial, and ethnic backgrounds.
- **Our work is excellent.** Students at all levels are pushed and supported to do more than they think they can. Excellence is expected in the quality of their work and thinking. School leaders, teachers, students, and families share rigorous expectations for quality work, achievement, and behavior.
- **Our work is reflective.** Students and adults reflect as they triumph and as they stumble. Students and adults offer direct and sensitive feedback to their peers. Trust, respect, responsibility, and joy in learning permeate the school culture.

## POSITION GOALS: DIRECTOR OF STUDENT SUPPORT (GRADES K-8)

“We believe that when a student is done with school and enters adult life, she will be judged for the rest of her life not by her performance on tests of basic skills, but by the quality of her work and the quality of her character.” - Ron Berger, Chief Academic Officer, EL Education

We measure student and adult crew success along three dimensions of achievement: culture & character development, mastery of knowledge and skills, and high quality work. Our schools value, encourage, and require a constant cycle of inquiry toward this success with the following overarching goals for all teachers:

- **Culture & Character:** Leaders create and nurture a positive, inclusive, and responsive learning environment.
- **Mastery of Knowledge and Skills:** Leaders engage staff and students in rigorous, inspiring content that aligns with appropriate national and state standards for excellence.
- **High Quality Work:** Leaders inspire a love of learning and passion for exploring that leads to high quality work through creating and maintaining systems and beautiful spaces that encourages pride in identity and our school community.
- **Cycle of Inquiry:** Leaders constantly gather, analyze, and act on qualitative and quantitative data to plan units and lessons that drive toward the three dimensions of student achievement and build student

ownership of learning. Leaders are self-managed, self-reflective, and personally driven and responsible in pursuing goals for their students, staff, and their own professional development.

## WHAT WE OFFER

- Competitive base salary
- Generous health, dental, and vision benefits
- Employer contributions to staff retirement plans
- Up to \$500 annually in reimbursable Wellness Funds
- An average of 1.5 hours of daily planning and collaboration time
- Reimbursement for continuing education or student loan assistance, up to \$3,000 annually
- Weekly professional development with more than 250 professional development hours each year

## QUALIFICATIONS

- Belief in the potential of all students to achieve at high levels across three dimensions and become leaders of their own learning
- Commitment to and desire for continuously improving personal practice and school culture through rigorous coaching and professional development
- Proven ability to contribute to and collaborate with a high-performing team toward high, equitable achievement for all students
- Outstanding emotional intelligence, communication, and interpersonal skills
- Strong technical and organizational skills
- Bachelor's degree, Master's Degree (preferred)
- Michigan teaching certificate (current or in progress)

## APPLICATION

**To apply, please share your resume and an introductory letter or video responding to the following questions**

1. Why are you interested in Detroit Achievement Academy? What makes you a great candidate to join the crew?
2. What is your educational philosophy? How does this align with the principles listed above and how is it different?
3. Describe your approach to building and maintaining classroom culture, including creating a sense of belonging, setting up routines, and lesson delivery to engage students.
4. What else should we know about you?

**Submit to:** [careers@detroitachievement.org](mailto:careers@detroitachievement.org)

*Detroit Achievement Academy is dedicated to equal employment opportunities and fair labor practices. Detroit Achievement Academy provides equal employment opportunities to all individuals based on job-related qualifications, and the ability to perform a job without regard to gender, age, race, color, religion, national origin, sexual orientation, veteran status, marital status, or disability. It is our policy to maintain a non-discriminatory environment free from intimidation, harassment or bias based upon these grounds. This Organization participates in E-Verify. Esta Organización participa en E-Verify.*