



Job Description

Title: **exalt Senior Teacher**

Reports to: Director of Program Operations and External Relations

Summary:

exalt youth is seeking a dynamic, passionate educator to join our team. **exalt's** mission is to transform the lives of court-involved youth by equipping them with the skills and experience they need to be self-sufficient members of society. We fulfill this mission by providing a cohesive, cohort-based educational internship program with four components: 1) a proprietary curriculum based classroom component 2) paid internships in youths' fields of interest; 3) post-internship education and career development services; and 4) an alumni network that provides ongoing access to resources. **exalt** partners with criminal justice agencies and schools to serve 150 court-involved youth, ages 15-19, annually.

The Senior Teacher will teach two components of **exalt's** core educational program: 1) a 6 week long pre-internship preparation class, which utilizes a curriculum linking employability skills, educational engagement and avoidance of justice system involvement to a set of four broad skills: critical thinking, communication, creative problem-solving and "resource management." 2) A 4 week long post-internship class during which students synthesize their internship experience with prior classroom learning and develop tangible goals and strategies for post-program justice system avoidance, successful engagement in school, and employability. (Participants work in paid internships for 9 weeks between these two class periods. However, cycles overlap so the Senior Teacher would be engaged in teaching on a regular basis throughout the year.)

Essential to our curriculum is the application of a Friere- inspired critical pedagogical approach which validates and builds on participants' experiences, cultures, skills and interests while building discipline and accountability –inspiring and enabling them to internalize the four core skills we focus on, and apply them to decision making regarding interactions in school, on the streets with peers or police, or in professional environments that hold potential opportunities for them.

Responsibilities

- Teach 3-6 program cycles annually consisting of 6-week long class sessions and subsequent 4-week long sessions. Classes will be comprised of approximately 17 youth per class, ages 15-19. Classes run from 4:30-6:30/7pm Monday-Thursday for part time Teachers. An effective teacher will be prepared to:
 - Engage youth typically resistant to educational settings.
 - Gauge individual student learning styles, challenges and strengths and tailor instruction to maximize student engagement and comprehension.
 - Communicate regularly with **exalt** staff to share students' obstacles, assets and opportunities and incorporate information into class instruction through email and meetings.
 - Write weekly progress notes assessing developmental progress and setbacks of students.
 - Devise strategies to address the diverse needs of students at risk of program incompleteness;
 - Link all classroom discussion and instruction to **exalt's** long term goals for students: increased investment and persistence in school, employability, and sustained avoidance of further justice system involvement.

Competencies

- Demonstrated ability to manage a classroom of high school age youth typically resistant to educational settings. Balance clear structure, accountability and discipline with engaging teaching style to facilitate high participation and interest from students.

- Adaptability: Able to adapt quickly to new information and unexpected obstacles, and approach change positively. Can adapt **exalt's** curriculum to the specific needs, learning styles and personalities of each cohort of students.
- Applied learning: Able to learn and apply new position-related information quickly i.e. all **exalt** youth interface with the juvenile or criminal (adult) justice systems. Senior Teacher must become familiar with these systems to understand their role in students' lives and meaning in curriculum.
- Cultural competence: has strong familiarity with and understanding of **exalt** students' histories, cultures and the socio-economic and political factors which have shaped those, and can use culturally relevant and contextualized lessons and teaching methods in class. Classes are typically comprised of 80% Black American and Caribbean youth and 20% Latino youth.
- Communication: Clearly and effectively conveys and receives information and ideas to/from students and colleagues through a variety of media. Demonstrates strong written, oral and listening skills.
- Planning and Organizing: Organizes work, sets priorities, determines resources requirements and seeks input and support from supervisors/colleagues; determines necessary sequence of activities needed to achieve goals.
- Stress tolerance: **exalt** students face a plethora of obstacles in their lives and often have pending court requirements that put their freedom in jeopardy. Staff must be able to manage making challenging decisions (e.g. potentially releasing a student from the program who cannot meet standards despite program flexibility), and balance the emotional aspects of working with young people facing severe challenges.

Performance Measures

- Students' progress in classroom engagement and participation as measured through likert scales, attendance, adherence to program contract obligations, and progress notes.
- Students' progress in comprehension, internalization and application of **exalt's** four core skills and additional curriculum content as measured through pre and post program assessments and weekly quizzes.
- Retention of at least 75% of enrolled students in each class through entire 6 week pre-internship classroom session.

Qualifications

- Bachelors Degree required.
- Minimum of 3 years teaching experience in high school or an alternative educational program.
- Bilingual (Spanish speaking) a plus.

Part time position is approximately 20 hours/week. Teacher must be available from 3:30-7:30pm weekdays. Competitive hourly salary. Classes are held in lower Manhattan.

Please send resume and cover letter to info@exaltyouth.org (Please indicate in cover letter what interests you about the position. Resumes without cover letters will not be considered.)

People of color with experience teaching in high school strongly encouraged to apply
exalt is an equal opportunity employer. www.exaltyouth.org

