



Position Title: Teacher, Summer Program

Location: San Francisco, CA

About SMART

SMART (Schools, Mentoring and Resource Team, Inc.) champions education equity by supporting students in overcoming systemic barriers on their journey to a college degree. We envision a community with equitable pathways to college graduation for every student in San Francisco. SMART provides a unique twelve-year continuum of support that starts in 4th grade and extends through college, including school support, after-school enrichment, summer programming, college prep, and college persistence support. As a result, SMART Scholars are more than four times more likely to graduate college when compared to their peers. Furthermore, while only 21% of low-income students who enter college will graduate within six years, SMART Scholars are currently persisting at a rate of more than 80%.

SMART's Values:

- **Community:** We build a community that celebrates diversity, thrives on teamwork, and appreciates everyone's contributions. Through community, we are stronger.
- **Equity:** We are committed to systems and processes that are just, fair, and inclusive, enabling all people the opportunity to belong, participate, and reach their full potential.
- **Empowerment:** We believe the path to empowerment and self-advocacy is through the encouragement, support, and guidance of those around us.
- **Learning:** We believe education and life-long learning enhance our understanding of our world, our place within it, and provide the tools to change it. Through embracing challenges and learning opportunities, we make progress.
- **Joy:** We center joy in our community and practice. We view joy as an act of liberation, which unleashes creativity, strengthens relationships, and propels the work that we do.

About SMART's Summer Academic Enrichment Program

The 2024 SMART Summer Program will be in person in San Francisco, and summer teachers will work on site Monday–Friday. SMART's Summer Academic Enrichment Program serves rising 5th and 6th grade students to prevent and reduce instances of summer learning loss, while providing enriching activities to develop and strengthen the positive bonds of youth to their peers and communities.

- From Monday - Thursday, students engage in daily academic programming that centers on math and language arts, and advisory meetings to support their social-emotional needs.
- Summer teachers work seven hours per day, focusing on academic programming. The work day includes breaks, lunch, and prep time.
- The math and language arts curriculum will be provided to summer program teachers by SMART.

Position Responsibilities

SMART seeks dynamic educators to teach our students. The primary responsibilities will include:

- Plan, prepare and implement math and language arts lesson plans that utilize a variety of instructional strategies, including and differentiated instruction based on the diverse and individual needs of all students. Curriculum will be provided and teachers are expected to adapt the curriculum for their class.
- Build positive and trusting relationships with students, families, and community members.
- Implement classroom management techniques to create a nurturing, safe, and structured learning environment.
- Maintain high expectations for students' academic achievement and conduct.
- Analyze informal and formal student assessment results, and use information to drive and inform instruction.
- Communicate and collaborate professionally with teammates.
- Utilize Google Classroom, Google education technology, and other relevant platforms to support classroom instruction and collaborate with teammates.

Position Requirements

- Strong passion for educational equity for students from underserved communities
- Experience teaching students from low-income families, students who will be first generation in their families to attend college, and students of color
- Experience teaching in a K-12 school setting (upper elementary or middle school setting preferred)
- Ability to instruct English Language Learners (candidates with CLAD/BCLAD credential encouraged)
- Spanish language skills desired, but not required
- Hold a valid teaching credential or be in the process of securing one

More Information

- **Summer Program dates:** Wednesday, June 12 – Friday, July 26.
 - Teachers will be present and on-site for onboarding and training on Wednesday 6/12, Thursday 6/13, and Friday 6/14
 - The first day of summer program instruction for students is Monday, June 17. Programming will run for students from 6/17 – 7/26.
 - There will be no program on: Wednesday June 19, Thursday, July 4, and Friday, July 5.
- **Expected Work Schedule:** Five days per week (Monday - Friday), seven hours per day.
- **Summer Program location:** We will be located at a school site in San Francisco (TBD), accessible by public transportation.
- **Compensation:** \$35 per hour

Additional Workplace Expectations

- All SMART employees must be up-to-date on vaccinations for COVID-19.

How to Apply

Please submit a thoughtful cover letter and resume to Mary Thomas, Senior Director of Training and Evaluation at careers@thesmartprogram.org.