

EXPECTATIONS FOR WORKING AT AMS



ACADEMIES OF MATH & SCIENCE

Both our kids and our teachers work harder than kids and teachers in surrounding schools. This is the right culture for some, but not all teachers. Teachers who want to see their students truly thrive will appreciate the high standards at AMS.

Our schools typically follow a **200-day school year calendar**, and additionally new teachers and paraprofessionals attend 3 weeks of orientation and training prior to school beginning. Teachers are given 40 hours of sick time and one personal day.

Teacher contract hours are 7:30-4 (or until parking lot dismissal is complete) Monday through Friday. Teachers may be expected to teach up to 31 hours of classes per week, depending on the campus and content area, and will typically receive one planning period per day. For Phoenix schools, Fridays are early dismissal for students, and teachers spend the afternoon in professional development.

Depending on the campus and grade level, **capacity for class sizes may range from 21-34 students.**

Testing is a large part of our culture in order to regularly track student progress. We use placement tests to group students to ensure success. Students take 3 nationally normed assessments a year and 6 interim assessments aligned to state and national standards in addition to any additional tests required by the curriculum. We also have pre and post unit assessments and daily exit and pre-lesson assessments. It will be your responsibility to work with your colleagues to develop these assessments.

We require various instructional, classroom management, and discipline procedures to be used schoolwide. Although we use a positive approach to discipline, we have very strict behavioral standards for students. You will be required to utilize dynamic whole group instructional techniques (such as group response) as well as various structured cooperative learning groups. You may use your own techniques as well, but must meet our criteria on the mentioned items. Teachers are expected to follow common curriculum and pacing guides that are in place across the entire AMS network.

We have up to 20 and sometimes more informal observations throughout the year. You will observe your peers and your peers will observe you. You also may be videotaped occasionally. You will ultimately be evaluated based on your performance in the classroom and your students' results on various assessments.

AMS administers **staff surveys 2-3 times per year, holds open houses as needed (typically 2-5 times per year) to recruit students, and may have other additional requirements** for teachers to participate in. All these activities are in place to create the best possible environment for staff and students alike.

