



Academic Dean Job Description

About Alma

Alma del Mar is a K-8 charter school whose mission is to put every one of our scholars on the **path to college** and to challenge them to be **service-minded leaders**. We do this by immersing our scholars in a highly demanding, highly supportive environment where they receive a content-rich education. We currently serve 320 scholars in grades K-7 and are growing to serve 450 scholars in grades K-8.

We're located in [New Bedford](#), a beautiful coastal city known for its history as the heart of the whaling industry and as a central hub of the abolitionist movement. This once prosperous city is now home to one of the lowest performing districts in Massachusetts. The majority of New Bedford's public schools are among the lowest performing 20% of schools in the state.

Alma gets **results** for kids. After fewer than three years at Alma, our scholars outperform their district peers in reading ability and surpass their suburban peers in mathematics achievement. In addition, we're known for being a highly **inclusive** school. Over 30% of scholars at Alma receive some additional academic or behavioral support. We serve a higher percentage of English language learners than our sending district and have been [nationally recognized](#) for our effectiveness in serving this population.

Academic Dean Job Description

Academic Deans at Alma collaborate to ensure that all scholars achieve at high levels and develop as service-minded leaders. Their primary responsibility is ensure that every classroom at Alma cultivates the high performance of scholars and that every scholar achieves mastery toward school-wide standards. Academic Deans serve as members of Alma's Instructional Leadership Team, ensuring the effective coordination of instructional practice school wide. They also manage a portfolio of teachers and take leadership of a particular grade band or subject area. In addition, each Dean teaches in the classroom part time.

Teacher Leadership

- Model effective teaching practice for colleagues as part of a grade level or subject area team
- Manage and coach a group of Lead Teachers, Associate Teachers and Fellows toward high performance. This includes conducting weekly observations and one on one meetings with teachers, coaching teachers on targeted areas and evaluating teachers.

School wide Instructional Leadership

- Serve as a member of the Instructional Leadership Team, attending all weekly meetings
- Collaborate with members of the ILT to analyze and act on school wide academic data and ensure effective school wide instructional practice
- Set and take responsibility for performance goals for grade band or subject area
- Work with the ILT to plan and facilitate high quality training for Alma faculty
- Work with the Dean of Culture to plan and lead school-wide culture routines and events and ensure that Alma scholars are developing as service-minded leaders

Who We're Looking For

We seek outstanding teachers with the following qualifications:

- At least two years of lead teaching experience
- Experience leading and coaching adults
- Track record of strong classroom management and results
- Proven commitment to a High Demand/High Support culture
- Strong "Crew" orientation
- Growth mindset and a love for novel challenges
- Infectious joy

Compensation: Salary will be competitive and commensurate with experience. We will offer a comprehensive benefits package.

To Apply: Please send your resume and cover letter to apply@almadelmar.org. Please include in your cover letter a response to the following questions:

- What about the Alma del Mar mission inspires you?
- What part of your teaching practice best supports Alma's approach to education?
- In what ways have you held all of your students to high expectations?

Please include specific data in your resume demonstrating the success of your students. Only complete applications will be considered.

Alma del Mar Charter School does not discriminate on the basis of age, color, disability, national origin, race, religion, sex, gender identity or sexual orientation. Inquiries concerning Alma del Mar's compliance with Title IX and other civil rights laws may be directed to the Director of Operations, 515 Belleville Avenue, New Bedford, MA; phone: [774-206-6827](tel:774-206-6827).