



Learn. Lead. Serve. Succeed!

## Substitute Teacher

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### 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 420 scholars 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.

### The Substitute Teacher Role

Lead teachers are the core of Alma's crew. Our lead teachers work in teams to make sure that every scholar in their grade level achieves at high levels and develops the habits they will need to succeed. Substitute teachers are just important. Our building substitute makes sure that the lesson plans created by lead teachers are effectively implemented in their absence.

As a substitute teacher you will cover for teachers in grades K-8 in all subjects. You'll receive the support you need through pre-planned lessons and a training period, while flexibly supporting scholars and teachers throughout the building.

While some successful substitute teachers have chosen to remain in this role indefinitely, others have gone on after one or two years to take on full time positions in culture, operations or teaching roles at Alma or with like-minded organizations. At Alma we believe that we can best serve our scholars by helping you to meet your long-term professional growth and career needs.



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### Who We're Looking For

We seek outstanding teachers with the following qualifications:

- At least one year of teaching experience
- Proven effectiveness leading all students to significant academic gains
- Strong team orientation
- Infectious joy
- Bilingual preferred

**Compensation:** Hourly rate will be competitive and commensurate with experience.

**To Apply:** Please send your resume and cover letter to [apply@almadelmar.org](mailto: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 Ave, New Bedford, MA; phone: [774-206-6827](tel:774-206-6827).