



Learn. Lead. Serve. Succeed!

Dean of Culture

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.



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The Dean of Culture Role

The Dean of Culture will be responsible for ensuring that Alma del Mar maintains a safe, joyful and orderly environment where learning takes center stage.

Core Responsibilities:

- Manage and supervise novice teachers
- Train teachers school-wide on effective behavior management and culture-building practices
- Oversee school-wide student discipline system
- Coordinate afterschool detention, in-school suspensions and any discipline issues that go beyond the classroom
- Lead family engagement efforts and conduct parent conferences as needed
- Track and analyze non-academic student data
- Work with outside agencies and community partners to connect our scholars with the additional non-academic resources they need
- Work as a member of the School Leadership Team to solve pressing tactical and strategic issues

Who We're Looking For

We seek outstanding teachers with the following qualifications:

- Outstanding classroom management expertise and the ability to effectively coach teachers in this area
- Experience and expertise in facilitating difficult conversations with students, families and teachers
- Experience serving in a predominantly low-income community
- Proven effectiveness leading all students to significant academic gains
- Strong team orientation
- Infectious joy
- Bilingual preferred

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?

515 Belleville Ave, New Bedford, MA, 02746
774-206-6827 (phone); 774-206-6833 (fax)
www.almadelmar.org



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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).