



Literacy Specialist (Grades 4-8) at Independence Charter School West (ICS West)

Our Team and School

Who We Are

- ICS West exists to equip and empower global citizens, so that our communities are united. Our students are becoming the leaders who will bring a divided world back together, and as a team, it is our responsibility to give them everything they need to do so.
- We believe that every student, with no exception, can achieve at their highest level, and our Big Goal reflects this - our students who are below grade level will make two years of growth every school year until they are at or above grade level in all subjects. Right now, many of our students are not at this level. Supporting them in getting there is the focus of everything we do as a team.
- We believe deeply in being an open enrollment, neighborhood public school, with the responsibility to meet the needs of every student who enrolls, with no exception. Special education students currently make up 27% of our student population.
- Finally, we believe that being a cohesive team is the way to realize our vision. Building trust with each other enables us to honor the unique perspectives that every team member brings, talk candidly about these perspectives as we commit to decisions, and hold each other accountable for the results our students deserve.

Fast Facts

- Founded in 2016
- Serving 800 students in grades K-8 in the 21-22 school year, and growing to our full enrollment of 900 students in the 23-24 school year
- 100 team members and growing
- All students taught Spanish starting in Kindergarten
- Located in the Kingsessing neighborhood of Southwest Philadelphia
- Newly renovated three-building school campus (renovation of fourth building in planning)

The Position



Your Job

- You will be the Literacy content expert for the upper grades (4-8) at ICS West, coaching and supporting our teachers with whom you will ensure that our students make two years of growth every school year until they are at or above grade level in Reading/ELA.
- You will work with our Principal to continue to develop our curriculum and instruction plan for Reading/ELA in the upper grades, ensuring that our students have moved from learning to read, to reading to learn.
- You will work with our Principal to become an expert in coaching and leading professional development that ensures that every student in every upper grade Reading/ELA classroom is working and thinking at an appropriately rigorous level, all the time.

Your Teams

- You will be part of the Instructional Leadership team with the Principal, Assistant Principals, and other Content Specialists.
- Your team is supported by our Director of Student Support, Counselors, Operations Manager and team, and CEO.
- You will also be part of the team composed of the entire staff of the school, meeting weekly to celebrate each other for living our values and doing our best to support our students.

Your Life

- ICS West is located at 56th St. and Chester Ave. in Southwest Philadelphia. The 13 trolley stops at our front door, and we have limited off-street parking.
- Your start date will be July 1, 2021 (this is a 12-month position).
- The salary range for this position is \$50,000 to \$65,000, depending on experience.
- ICS West pays for 100% of the cost of employee and dependent health benefits, and matches 403b contributions up to 5%. We do not participate in PSERS.

You

This role is a fit if...

- You know that it is our responsibility as educators to give every single student everything they need.
- You are excited about having a coach and becoming the best leader you can be.



- You are excited about being a coach and helping teachers become the best they can be for our students.
- You know that a team can accomplish more than an individual, and are excited to get to know your teammates, build trust with them, and have candid conversations with them.
- You have a bachelor's degree and a valid teaching certificate, ideally with a specialized Reading/ELA certificate.
- You have at least 3 years of Reading/ELA teaching experience, with verifiable student achievement gains.
- You have at least 1 year of experience coaching and/or leading professional development for teachers.

Your Impact

- Within the timelines set out in their individual learning plans, the students you and our teachers have supported will all be at or above grade level in Reading/ELA, placing them on a path toward a rigorous, college preparatory high school, and the ability to choose the life they dream of.
- A generation from now, the students you and your team have supported will be the global citizens and leaders that our world so desperately needs, uniting communities in Philadelphia, across the country, and around the world.

Application Details

If reading about ICS West and this position excites you, we want to meet you! Please send your resume and a cover letter to icswesthiring@icswest.org, and we will be in touch shortly with next steps.