

# BRIDGE ELEMENTARY

EMPLOYEE RECRUITMENT FAIR  
JANUARY 2020



# INTRODUCTIONS

- Academic Director – Lani Rounds
- Director of Operations & Student Services (DOSS) – Stacy Henry
- Board Chair – Keri Toponce
- Founding Board Member – Retired Senator Howard Stephenson
- Board Member – Shirley Atkinson
- Lead Secretary – Lalani Williams

**HUGE SHOUT OUT  
TO LALANI!!!**

**PLANNER EXTRAORDINAIRE**

A decorative graphic on the left side of the slide consisting of three parallel, wavy vertical lines. The outermost line is light beige, the middle line is a vibrant lime green, and the innermost line is a slightly darker shade of green. These lines create a sense of movement and depth.

# MISSION

KERI TOPONCE – BOARD CHAIR

# OUR MISSION & VISION

The mission of Bridge Elementary is to provide students with a personalized learning experience and **empower them to take personal ownership and accountability for their own academic performance.**

The vision of Bridge Elementary is to establish a school that is founded upon and incorporates a personalized learning model. This model includes “*systems that deepen and accelerate student learning by tailoring instruction to an individual’s needs, approaches that offer a variety of learning experiences, and teachers who play an integral role by managing the learning environment, leading instruction and guiding students to take ownership of their learning.*”

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# **BRIDGE ELEMENTARY – REDESIGNING THE FUTURE OF TEACHING!**

**HOWARD STEPHENSON**



# Four principles for designing the future of teaching in 2020

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By: Thomas Arnett

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# CHARTER STUFF

LANI ROUNDS – ACADEMIC DIRECTOR



# CHARTER 101

- Charter schools **ARE** public schools and are tuition-free.
- Teachers must follow the same licensing requirements required by the state.
- Funded almost the same as traditional district schools.
- Follow same core standards required by the state including all required assessments.
- Authorized by district, higher education or the state board of education - Bridge is authorized by the Utah State Charter Board.
- Each charter school has a non-paid, voluntary governing board.
- The board hires/supervises/evaluates the director (principal) and the director hires/supervises all teachers & staff.

# STATE CHARTER BOARD GOALS

- At least 80% of students can articulate their Personalized Learning Plan (PLP) goals and progress.
- At least 70% of students will meet their PLP goals.
- Average growth in language arts and math on the State's summative test (RISE) for 4<sup>th</sup> – 6<sup>th</sup> grade students will exceed the growth of surrounding schools by 10 points.
- End of year reading scores on the DIBELS test for grades K – 3 will show a 20% increase between % of students at benchmark at BOY and % of students at benchmark EOY.
- Additional Bridge goals for Kindergarten: Literacy and Numeracy – 80% proficient on EOY KEEP assessment



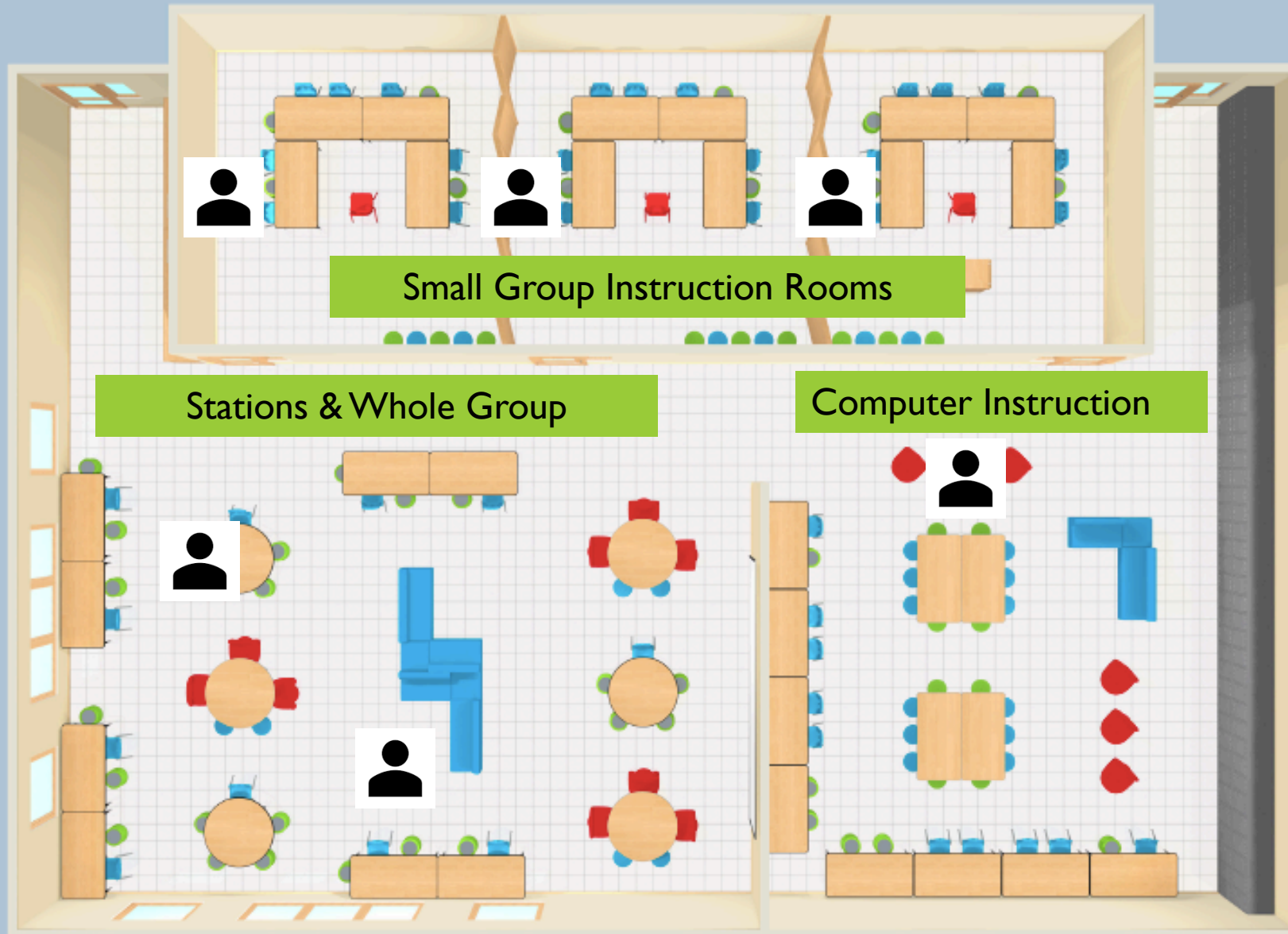
# **BRIDGE – NOT YOUR TRADITIONAL SCHOOL**

**LANI ROUNDS – ACADEMIC DIRECTOR**

# HOW IS BRIDGE DIFFERENT?

- Personalized Learning
  - Students in 1<sup>st</sup> – 6<sup>th</sup> have Personalized Learning Plan (PLP)
  - Goals and action steps
  - Instruction delivered to meet goals through small group, stations and CAIS
  - Advisors meet with students twice monthly to review PLP & progress
- Teachers have minimum of 38% of contract hours for preparation, professional learning, collaboration & data analysis
- **Flexible and innovative learning environment** (flexible seating & learning pods)
- **Learner Dispositions** aligned with Visible Learning & Growth Mindset principles
- Students forge relationships with MULTIPLE adults deeply connected with their education to help monitor academic and social/emotional health. This increases student learning and greatly reduces risk factors.
  - Reading and math teachers
  - Teacher specialists
  - Advisors
  - Grade level para-educators
  - Morning greeters to include administration and teachers

# LEARNING POD 1<sup>ST</sup> – 6<sup>TH</sup>



# LEARNER DISPOSITIONS

- **Reflective**

- Take time to think
- Talk about learning and where to go next

- **Determined**

- Calm and focused when something is hard or tricky
- Determined to reach learning goals

- **Flexible**

- Willing to try new things
- Bounce back from frustrations, failures and mistakes

- ▶ **Thorough**

- ▶ Make a plan
- ▶ Stick with it to the end

- ▶ **Enthusiastic**

- ▶ Excited about learning
- ▶ Work independently AND as part of a team

- ▶ **take Initiative**

- ▶ Know what to do
- ▶ Take steps before being asked

# HOW IS BRIDGE DIFFERENT CONT.?

- Full day Kindergarten
- FREE before and after school programs
  - Before school 7:30 – 8:30
  - BASE (Bridge After School Enrichment)
    - 3:30 – 4:30 (not on short day)
    - Staffed by teachers and admin based on schedule
    - Enrichment classes rotated every other month
    - Students must register
- Admin and teachers greet students every morning (based on schedule)

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# IS BRIDGE THE RIGHT FIT?

LANI ROUNDS – ACADEMIC DIRECTOR



# EMPLOYEE REQUIREMENTS

- **ALL** employees must pass an FBI background check
- **ALL** employees must be committed to the mission and vision
- **ALL** employees must be flexible in their thinking and embrace continual learning
- **ALL** employees must love kids and understand that every child has the potential to succeed
- Teachers (Classroom and Specialist)
  - Licensing as required by Utah Board of Education
  - Includes provisional licensing for those who are close to completing university program
- Para Educators
  - Associate degree (transcripts must be provided) or,
  - Pass the ParaPro Praxis test by October 1, 2020 (see [www.ets.org](http://www.ets.org))

# EMPLOYEE EXPECTATIONS

- LOVE kids
- Dependable MUST arrive on-time every day and work scheduled hours
- Embrace and display Learner Dispositions
  - Reflection, thorough, flexibility, initiative, determination, enthusiasm
- Have 21<sup>st</sup> Century Skills
  - Communication, collaboration, critical thinking & creativity
- Positive attitude –gossip mongers need not apply 😊
- Provide suggestions for improvement not just complaints
- Willingness to learn, fail, and learn from failure
- Adhere to staff dress and grooming code (next slide)
- Did we mention - LOVE kids

# DRESS & GROOMING

- All employees are expected to dress professionally. All **clothing** must be modest, clean, free from tears, frays, or excessive wear, and may not be excessively wrinkled. **Hair, including facial hair,** must be kept in a style that does not cause a distraction for students. **Tattoos** that are inappropriate for a school environment such as tattoos depicting violence, nudity, or those deemed socially offensive, must remain covered at all times during contract hours and school events. Jeans are not considered “professional” for daily wear and should be reserved for Dress Down days or Spirit Days when worn with a Bridge mascot shirt or a Bridge polo shirt. The Academic Director and DOSS have discretion determining if an employee’s dress or grooming is acceptable.
- During school events, including, but not limited to, field trips, parent teacher conferences, parent advisory meetings, back to school night, first day of school, literacy and math nights, field day, etc., employees in an official school capacity, **MUST** wear a **polo shirt with a Bridge logo** to make themselves easily identifiable as a Bridge employee. Employees will be provided with one Bridge logo polo and one Bridge spirit shirt. Employees will be given the opportunity to purchase additional shirts.

# SALARIES

- Fulltime Licensed Educators
  - Professional License \$48,000 to \$62,000 DOE
  - Provisional or Associate License – 10% less until license is received (\$43,200)
- Part time Specialist teachers
  - Licensed Teacher \$25 to \$30 hour
  - Non-licensed \$20 to \$25 hour
- Para-Educators (classroom, intervention & SpED)
  - \$14 to \$18 hour DOE
- Staff (supervision (before school, recess, lunchroom), parking lot monitors, office assistants)
  - \$10 to \$14 hour depending on position

# BENEFITS

- Students of employees get preference in the lottery.
- Employees working 30+ hours week
  - Health Insurance
  - 401K 5% match (Bridge is NOT part of URS)
  - Paid Time Off (PTO) 8 to 10 days annually depending on hours worked
- Employees working < 30 hours week
  - Paid Time Off (PTO) 8 to 24 hours annually
  - Five paid holidays with 4 hours pay each holiday (Labor Day, Thanksgiving, Christmas, New Years, Memorial Day)
- Positive environment – everyone hired embraces our mission
- Collective teacher efficacy – EVERYONE works together to help students achieve success

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# **STAFFING STRUCTURE**

# BRIDGE ADMIN SUPPORT STAFF

- Academic Director (all things teaching and learning)
- Director of Operations & Student Services (DOSS) (everything else and lower level discipline)
- Curriculum & Instruction Specialist
- Professional Learning Specialist
- Special Education Director

# BRIDGE OFFICE STAFF

- Lead Secretary
- Two part-time office assistants
- Copy/lamination clerk



# CLASSROOM SUPPORT

- Learning Pods Grades 1<sup>st</sup> – 6<sup>th</sup>
  - Three licensed classroom teachers
    - Two Level I and one Level II lead teacher
  - Three highly qualified para-educators
- Kindergarten
  - Four classroom teachers each in own classroom
  - One highly qualified para-educator in each classroom

# CLASSROOM TEACHERS

- Approximately 16 hours weekly for Preparation, Professional Learning, Collaboration & Data Analysis (PPCD)
- Follow Master Schedule which identifies PPCD time
- One lead teacher per grade – also serves as mentor
- Teach primarily in small group (kindergarten different)
- Serve as an advisor to 18 students NOT in the teacher's grade level
- MUST work as a team COLLABORATION is required as you share students! Kindergarten team will determine HOW often or IF they plan to share students though teamwork is still essential
- Scheduled for 1 or 2 BASE classes each week 3:30 – 4:30 (not kindergarten)
- Scheduled for one Morning Greeter each week 8:00 – 8:30 (not kindergarten)

# SPECIAL EDUCATION TEACHERS

- Will NOT know how to staff this until we get a hint of IEPs (service time and needs)
- Approximately 16 hours weekly for Preparation, Professional Learning, Collaboration & Data Analysis (PPCD)
- Follow Master Schedule to determine when students can be pulled out for service (with few exceptions, students cannot be pulled from CAIS or small group with classroom teacher)
- Works with student's advisor to create PLP that mirrors IEP
- MUST work as a team with classroom teachers, advisors and support service workers (SLP, OT, PT, Psych, etc.) COLLABORATION is required since you share students!
- Works under direction of Director of Special Education

# SPECIALIST TEACHERS

- Minimum of 38% time for PPCD
- Scheduled using master schedule
  - PE & Health (M/T 13.5 hours total includes 6 hrs. PPCD )
  - Humanities (T/Th/F 22.5 hours total includes 9.75 hours PPCD)
  - Science (W/TH 16 hours total includes 6.5 hours PPCD)
  - Social Studies (W/TH 16 hours total includes 6.5 hours PPCD)
  - Writing (M/T/Th 24 hours total includes 11 hours PPCD)
  - Technology (M/Th/F 20.5 hours total with 8.5 hours PPCD)
- Advisors – Humanities, Science, Social Studies & Writing
- **NOTE:** The PE/Health position can be combined with the Social Studies OR Science position for 29.5 hours with Friday's off.

# EXAMPLE SCHEDULE 4<sup>TH</sup> GRADE

Monday	8:00 - 8:30	Child Study Team and/or IEPs	PPCD TIME
	8:30 - 8:45	Morning Meeting	
	8:45 - 9:00	WG Vocabulary Surge	
	9:00 - 9:30	Rotations	
	9:30 - 9:45	Recess - PPCD	15
	9:45 - 10:00	WG Read Aloud - PPCD	15
	10:00 - 11:00	Rotations	
	11:00 - 12:00	PE (CR) or Writing (Kiva) - PPCD	60
	12:00 - 12:30	Lunch	
	12:30 - 1:30	Rotations	
	1:30 - 1:45	Recess - PPCD	15
	1:45 - 2:15	WG Instruction and Interventions	
	2:15 - 2:45	Rotations	
	2:45 - 3:15	Learning Choice - PPCD	15
	3:15 - 3:30	Afternoon Meeting	
	3:30 - 4:30	PPCD	60

# EXAMPLE KINDERGARTEN SCHEDULE

- Required to provide **minimum** of 90 minutes each of reading and math each day
  - Rotations (Small group instruction, computer assisted instruction, enters)
  - Whole Group instruction
- Separate playground
  - Lunch and lunch recess scheduled
  - Other recesses as needed supervised by teachers and/or para educators
- Specialists provide: technology, writing, science, social studies, humanities, PE, library & Visible Learning

Monday	PPCD Time
8:00 - 8:30	30
2:00 - 3:00	60
3:30 - 4:30	60
Recess	45

# SPECIALIST TEACHERS

- Part-time
- 38% of contracted hours for PPCD
- Licensed Educators
  - Writing
  - Social Studies
  - Science
- Experienced (licensed preferred but not required)
  - Humanities (art, music, theatre and dance)
  - PE & Health
  - Technology & STEM

# CLASSROOM PARA EDUCATORS

- Work under direction of classroom teachers
- Supervise stations and/or computer aided instruction
- Provide read-alouds
- Provide supervision during lunch recess
- Provide rotating supervision during morning & afternoon recess
- Provide support as needed for academic intervention



# INTERVENTION & SPED PARA EDUCATORS

- Work under direction of SpED Director, Academic Director or Intervention Coordinator
- Provide support with academic and/or behavior intervention
  - Push into classroom
  - Pull out into small group
  - Manage SpED classroom if required by IEPs

# SCHOOLWIDE BEHAVIOR PROGRAM

- Watch Me Learn tickets
  - Aligned with Learner Dispositions
  - Students turn into office for prizes including Dress Down coupons, tokens for Treasure Tower or enter in drawing for BIG prizes.
- Discipline & Conduct Procedures
  - Response Levels based on behavior
  - Interventions aligned with behavior

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# **CURRICULUM & RESOURCES**

# LANGUAGE ARTS

Program	Grade(s)	Purpose
<b>Reading Horizons</b>	K-2 and lower 3rd	Direct instruction program to teach phonics and foundational reading skills. Used daily in small groups.
<b>Imagine Learning</b>	K-6	Computer Aided Instruction Support (CAIS). Used daily to provide instruction in language arts aligned with core standards.
<b>Heggerty Phonemic Awareness</b>	K-2	Whole group direct instruction for phonemic awareness aligned with foundation reading skills core standards.
<b>95% Comprehension</b>	Grade level and above 3 <sup>rd</sup> and all 4- 6	Direct instruction program to teach comprehension skills aligned with core standards. Used daily in small group instruction.
<b>Vocabulary Surge</b>	3 -6	Whole group direct instruction for vocabulary skills aligned with core standards.
<b>Novels and Study Guides</b>	Grade level and above 3 <sup>rd</sup> and all 4- 6	Literature study aligned with ELA core standards. Used in stations and/or small group instruction.
<b>Frog Learning Games</b>	K-6	Game-based materials aligned with core standards for use in stations.
<b>FCRR</b>	K-6	Materials from Florida Center for Reading Research aligned with phonemic awareness, phonics, comprehension, vocabulary and fluency. Used in stations.
<b>Read Naturally</b>	1-6	Non-fiction fluency and comprehension materials to use in small group and/or stations.
<b>Four Square Writing</b>	K-6	Writing program with skills delivered by Writing Specialist and integrated in social studies, science and stations. NOTE: Station activity provided by writing specialist.

# MATH

Program	Grade(s)	Purpose
Engage New York	K-6	Math program aligned with core standards. The entire program will be used in Kindergarten in whole group or small group with some activities being used in stations. Teachers in grades 1-6 will use the lessons and activities needed to support student learning.
Embarc Online	K-6	Math support for Engage New York.
ZEARN	K-5	Online program that aligns with Engage New York. Can be used as a resource in small group or stations.
Khan Academy	3-6	Online program that aligns with Engage New York. Can be used as a resource in small group or stations.
Frog Learning Games	K-6	Game-based materials aligned with core standards for use in stations.
K-5 Math Centers	K-5	Materials from K5 that align with core standards for use in stations.
Evan Moore 6 <sup>th</sup> Grade	6	Materials from Evan Moore that align with core standards for use in stations.
Imagine Learning	K-6	Computer Aided Instruction Support (CAIS). Used daily to provide instruction in math aligned with core standards.
Hands on Equations	4 – 6	A concrete method for teaching algebra and addition/subtraction with negative numbers. Can be used in small group and/or stations.
Versatiles	K-6	A way to practice math skills aligned with core standards. Can be used in small group and/or stations.
Math Exemplars	K-6	Excellent performance tasks for independent or collaborative problem solving. Can be used in small groups and stations.
Hands on Standards	K-6	A hands-on supplement that aligns with core standards. Can be used in small groups and stations.

# CONTENT AREAS

Subject	Resource(s)
Writing	Four Square Utah Compose (grades 3 – 6) Zaner Bloser Cursive
Science	Kessler Science (6 <sup>th</sup> grade) Science A to Z Brain Pop UEN Flocabulary
Social Studies	Studies Weekly Brain Pop UEN Core Knowledge Flocabulary
Health & PE	Shape America UEN Flocabulary
Visible Learning	Character First
Technology Keyboarding K-6	Typetastic
STEM (4 <sup>th</sup> – 6 <sup>th</sup> )	Kessler STEM Creative Coding (Brain Pop) Utah STEM Action Center Hand 2 Mind STEM

# HOW TO APPLY

- Application link on website for each type of position available approximately 1:00 PM today
- Use ONLY the application links provided
- Do not use Teachers-Teachers or send a resume



## CAREER OPPORTUNITIES

### LICENSED EDUCATORS

Teachers at Bridge Elementary must be licensed based on Utah State Office of Education **licensing requirements**. Bridge's licensed educators include full-time classroom teachers (three per grade) and part-time specialist teachers. Teacher specialists include social studies, science, humanities, writing, library media, and visible learning/character development. All employees must pass an FBI background check.

[OPEN LICENSED EDUCATOR POSITIONS](#)

### PARA-EDUCATORS

All para-educators must be highly qualified based on state standards. Para-educators must either have a minimum of an associate's degree or receive a passing score on the **Para-Pro Praxis** test. Each grade level will have three para-educators who work an average of 28 hours each week. Additionally, Bridge will employ other para-educators to assist with physical education, technology, and academic interventions. All employees must pass an FBI background check.

[OPEN PARA-EDUCATOR POSITIONS](#)

### NON-LICENSED STAFF

Bridge Elementary has several full or part-time positions for non-licensed staff. These positions may include: recess supervision, lunch supervision, janitorial, parking lot assistance, secretarial, and school/grounds maintenance. All employees must pass an FBI background check.

[OPEN NON-LICENSED STAFF POSITIONS](#)

[LOG IN](#)

## LICENSED EDUCATOR JOB OPENINGS

*Positions Opening January 11, 2020*

**Classroom Teachers**

**Part-time Teacher Specialists**

**Special Education**

[EMPLOYMENT APPLICATION FOR TEACHERS OPEN JANUARY 11](#)

# QUESTIONS?





# CONTACT US

- Academic Director
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