

SFUSD Superintendent's Zone: 2011-2012 School Year

While San Francisco Unified School District is the highest achieving urban school district in California, we have not been able to achieve equitable results for our students regardless of race, language, ethnicity, economic status or neighborhood. Superintendent Carlos Garcia has created a Superintendent's Zone of 15 schools and has the commitment of the School Board, District, Labor, City and Community leadership to expand and coordinate our resources to ensure each school in the Zone has the teaching and learning conditions necessary to accelerate academic growth for its students. Ultimately, we want every school in the Zone to reach the district average Academic Performance ranking within the next 3 years. The federally funded School Improvement Grant (SIG) provides a unique opportunity to infuse many of the Superintendent's Zone schools with the resources to fully implement comprehensive school improvement plans.

Goals of the Superintendent's Zone:

- Students will reach greater rates of academic proficiency each successive year in the Superintendent's Zone.
- Students will graduate college and career ready.
- All schools will be high performing community schools.

Superintendent's Zone Teachers are committed to raising the academic excellence of African-American, Latino, Pacific Islander, Samoan, English Learner, and Special Education students through focused attention on three core areas:

Access and Equity: Making social justice a reality.
Student Achievement: Engaging high achieving and joyful learners.
Accountability: Keeping our promises to students and families.

The Superintendent's Zone includes the following 15 schools:

School Name	Neighborhood	Website/Notes
Bret Harte Elementary	Bayview	www.sfbretharte.org
Bryant Elementary	Mission	https://bryant-sfusd-ca.schoolloop.com/ <i>Turnaround Model School: Replacing 50% of staff for 11-12 school year</i>
Cesar Chavez Elementary	Mission	https://cces-sfusd-ca.schoolloop.com/
Charles Drew Elementary (Pre-K–3)	Bayview	www.drdrewcpa.com
Everett Middle	Mission	http://ems-sfusd-ca.schoolloop.com/ <i>Turnaround Model School: Replacing 50% of staff for 11-12 school year</i>
George Washington Carver Elementary	Bayview	https://carver-sfusd-ca.schoolloop.com/ <i>Turnaround Model School: Replacing 50% of staff for 11-12 school year</i>
Horace Mann Middle	Mission	http://sfportal.sfusd.edu/sites/mannms/default.aspx <i>Merging with Buena Vista Elementary to become K-8 Spanish Immersion school</i>
John Muir Elementary	Western Addition	https://johnmuir-sfusd-ca.schoolloop.com/ <i>Turnaround Model School: Replaced 50% of staff for 10-11 school year</i>
John O'Connell High	Mission	http://jochs-sfusd-ca.schoolloop.com/
Leonard Flynn Elementary	Mission	http://portal.sfusd.edu/template/default.cfm?page=es.flynn
Malcolm X Elementary	Bayview	http://portal.sfusd.edu/template/default.cfm?page=es.x
Mission High	Mission	http://www.missionhs.org/
Paul Revere (K–8)	Bernal Heights	http://www.paulreveresf.org/
Thurgood Marshall Academic High	Bayview	http://www.tmahs.com/
Willie Brown, Jr. (4–8)	Bayview	<i>School closing at end of 10-11 school year</i>

SFUSD Turnaround Model Schools

Four of our Superintendent's Zone schools are Turnaround Model Schools, and must replace 50% of their staff in order to meet federal grant requirements. One school, John Muir Elementary, met this requirement before the 10-11 school year. The other three schools are implementing this turnover for the 11-12 school year:

Bryant Elementary School

Principal: Alicia Gonzalez

Bryant has an English Plus Pathway and an Elementary Biliteracy Pathway. Bryant is seeking ELD and Spanish bilingual teachers who have "The Bryant Mind-Set":

- We believe ALL students can learn, regardless of socioeconomic and cultural differences
- We are results-oriented and are invested in the achievement of ALL students
- We are relentless in our pursuit of results
- We speak to students with the same respect we expect from them

Open positions at Bryant for the 11-12 school year:

1. First grade Spanish Bilingual
2. Second grade Spanish Bilingual
3. Kindergarten ELD
4. First grade ELD
5. Fifth grade ELD (2)

George Washington Carver Elementary School

Principal: Dr. Michael Cosimano

Assistant Principal: Stacy Afflick

Carver has an explicit focus on increasing student academic outcomes for its students, 84% of whom are socio-economically disadvantaged and 2/3 of whom are below proficient in English and Math. We are looking for passionate teachers who can help bring dramatic change to our school!

Open positions at Carver for the 11-12 school year:

1. Kindergarten ELD (2)
2. First grade ELD (3)
3. Second grade ELD (2)
4. Third grade ELD (1)
5. Fourth grade ELD (1)

Everett Middle School

Principal: Richard Curci

Assistant Principals: Jennifer Kuhr and Lena VanHaren

Everett is asking its teachers to help break the predictable power of demographics at its site and across SFUSD by providing dramatic academic gains for its diverse student body. Everett's main areas of focus are Rigor, Relevance, Relationships, and Results. Everett currently serves a population of around 350 students in grades 6-8, who are predominantly students of color, English Language Learners, newcomers and students receiving free and reduced lunch.

Open positions at Everett for the 11-12 school year:

1. Sixth grade English/social studies core (Teacher Lead position)
2. Sixth grade math/science core
3. Seventh grade math/science core
4. Seventh grade math/science Spanish Bilingual core
5. Eighth grade Algebra (2)
6. Eighth grade English/social studies core
7. Eighth grade English/social studies core (Teacher Lead position)
8. Eighth grade science
9. Physical Education
10. Special Education, math/science Special Day Class (mild/moderate)
11. Special Education, Resource Specialist Position (mild/moderate)
12. Dean/Head Counselor (discipline focus)

The SFUSD Superintendent's Zone is Hiring!

➤ What support can teachers expect?

- Two weeks of paid professional development during the summer
- Up to 5 additional paid working and/or professional development hours per week during the school year
- Full-time Instructional Reform Facilitator, Instructional Coaches, and Academic Acceleration Teachers on-site to support and co-teach with staff
- \$2,000 annual stipend for teaching in a "Hard to Staff" school
- Opportunities for leadership, innovation, and creating change at the school site and within the Superintendent's Zone

➤ What is the Superintendent's Zone looking for in teacher candidates?

Minimum Requirements:

1. Commitment to participate in and implement Superintendent Zone goals, strategies and professional development activities within and beyond the school day/year
2. Possession of a valid California Teaching Credential in the appropriate content area as required by the California Education Code, Section 44860 and English Learner certificate (CLAD or BCLAD) as required by Board Policy (*out of state equivalent credentials are okay for one year*)

Desirable Qualifications:

1. At least three years of teaching experience in an urban school setting with evidence of positive student growth on multiple student outcome measures
2. A strong record of successful cultural and linguistic responsiveness
3. Familiarity and experience with equity-centered professional learning communities
4. Literacy in computer and instructional multi-media technology that enhances student learning and home communication
5. Familiarity with components of effective reading and math instruction
6. Knowledge and effective use of:
 - California Content Standards and Common Core Standards
 - Response to Intervention (RTI)
 - Positive classroom management and youth development strategies
 - 21st Century curriculum
 - Assets/strength-based models of education
 - Reading and SDAIE strategies for English Learners and Standard English Learners

To Apply:

- Click here: https://sfusd.searchsoft.net/ats/app_login?COMPANY_ID=00012821
- Complete the online application
- Attach a specific cover letter explaining your interest in the Superintendent's Zone
- Click the "jobs" tab to view specific openings and apply

Hiring Timeline:

- Openings in math, science, Special Education, and bilingual education are open now
- Openings in all other subject areas will open in April or May
- The first day of work for teachers will be August 10th, 2011

Interested in open positions in the Superintendent's Zone?

Please apply online or contact teach@sfusd.edu with any questions.