



**TEACH.**

**INSPIRE THE  
FUTURE.**

**Uncommon Schools**



### OUR MISSION

# Build your career in education and achieve social impact—every day

Uncommon Schools prepares students from under-resourced communities to get to and through college. We serve more than 20,000 students in grades K–12 across 53 public charter schools in Massachusetts, New Jersey, and New York.

### OUR VALUES

#### Love, Joy, and Rigor

We love our students for who they are, and we see them for who they will become. In our joyful, safe environment, we encourage students to explore their passions and discover new interests through a wide variety of opportunities, including hands-on labs, summer camp, internships, and more.

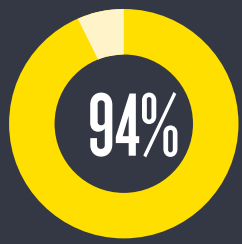
#### Student Voice and Social Justice

We support our students in making their voices heard. Together with their teachers, families, and peers, our students actively examine issues of identity and social justice, and reflect on self, voice, and history—while looking forward to the future.

#### Commitment to Diversity

We are committed to diversity, equity, and inclusion. 61% of our staff identify as people of color, compared to 18% of the teaching force nationally. We recruit and retain a diverse group of talented educators to ensure our students see themselves in the adults around them.

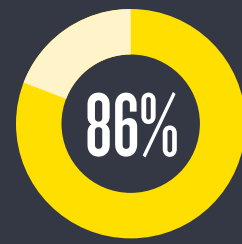
## ARE YOU INSPIRED BY OUR MISSION?



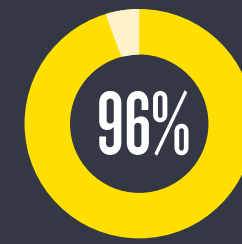
94% of Uncommon Schools 2021 high school graduates were accepted to college

**4X**

Our alumni graduate from 4-year colleges at over four times the rate of their peers nationally



86% of our students are considered economically disadvantaged



96% of our students identify as Black or Latino

OUR DUAL LEADERSHIP TEAM

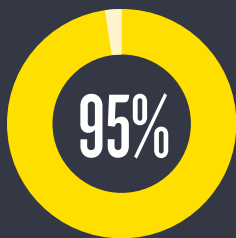
# Ensure instructional and operational excellence

Principals and Directors of Operations manage our schools together in a co-leader partnership.

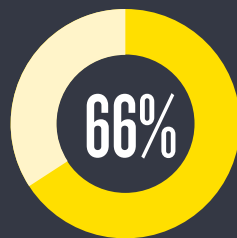
Principals focus on instructional leadership and facilitate professional development for teachers, as well as provide real-time feedback and coaching to ensure students thrive and learn at the highest possible levels.

Directors of Operations oversee logistics to help schools function seamlessly. They focus on strategies and systems-building that provide staff and students with a welcoming school culture.

## ARE YOU A LEADER?



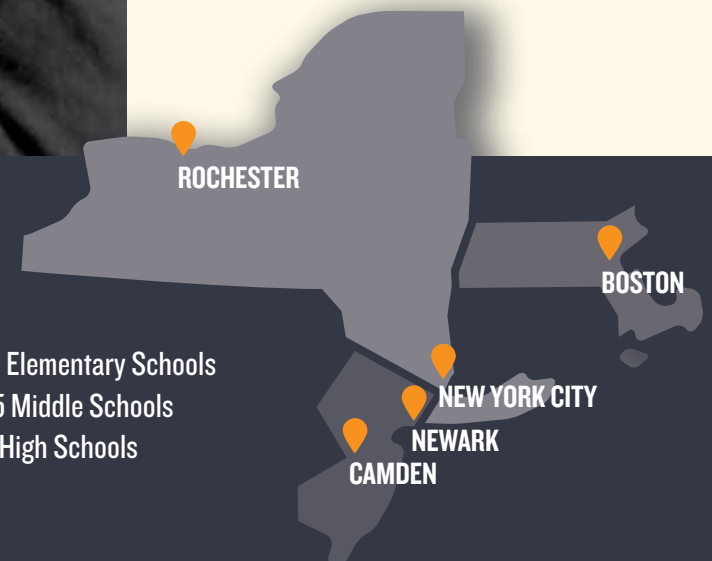
95% of Principals have been with Uncommon for 5 or more years.



66% of Uncommon staff identify as people of color

# 53 Schools in 3 States

19 Elementary Schools  
25 Middle Schools  
9 High Schools



## LEARN TO LEAD THROUGH FELLOWSHIPS

Principal and Operations Fellowships provide mission-driven candidates with the opportunity to advance their careers in education. Fellowships are full-time, paid positions, and have a one-to two-year commitment with the potential to transition into a school leadership role.

### Principal Fellowship

- Gain hands-on experience coaching teachers, leading professional development, and developing curriculum
- Learn to build highly collaborative instructional teams
- Collaborate with school staff and leaders to shape a vibrant school culture while supporting student development
- Enroll in the Relay Graduate School of Education's National Principals Academy Fellowship

### Operations Fellowship

- Learn to design, implement, and refine systems that build positive school culture and smooth school operations
- Engage in operations projects, school operational observations and analysis
- Collaborate with and learn from regional Associate Chief Operating Officers and the host Director of Operations



We hire year-round for all grades levels in K-12. See our open roles at [uncommonschoools.org/careers](https://uncommonschoools.org/careers)

OUR TEACHING TEAM



# Teach to inspire the future

Whether you are a new teacher just beginning your career, or a veteran with years of experience, there is a place for you at Uncommon Schools. Join our powerful community of educators.

OUR TEACHING OPPORTUNITIES

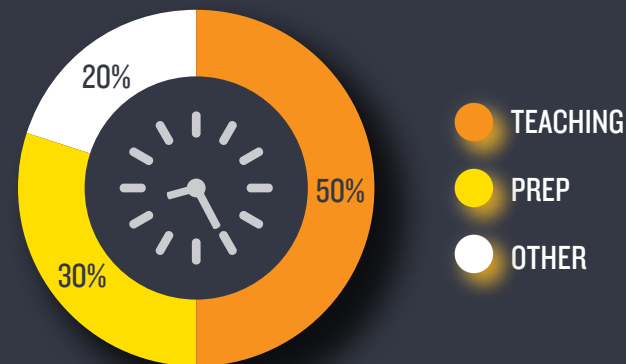
**Apprentice Teachers or Relay Residents** have limited or no teaching experience. Under the guidance of mentor-teachers, Apprentice Teachers and Residents teach a reduced course load and engage in deliberate practice and feedback sessions to become successful classroom teachers.

**Co- or Lead Teachers** are teachers responsible for a full course load of core subjects who facilitate instruction individually or in partnership with another teacher.

**Specials or Electives Teachers** are responsible for teaching elective courses, such as music and engineering, while cultivating a rich school culture through various school-wide programming and events.

## WHICH TEACHING OPPORTUNITY IS RIGHT FOR YOU?

What does a typical Uncommon day look like for teachers?



## OUR TEACHING TEAM

# Help every child reach their full potential

We offer students with special needs a wide range of services to effectively meet their academic, social, and emotional needs.

### JOIN OUR TEAM OF SPECIAL EDUCATION EDUCATORS

**Provide instruction to students with IEPs and 504s in the least restrictive environment.** Through small-group instruction and a modified curriculum where needed, Special Education teachers ensure students have access to the same rigorous content as their general classroom peers.

**Analyze student work to identify learning gaps and develop effective remediation and intervention strategies.** In collaboration with General Education teachers, Special Education teachers differentiate content, and ensure curriculum is aligned to best support all students.

**ARE YOU READY TO MAKE AN IMPACT?**



“

I love to collaborate with other Special Educators at my school and in my region to problem-solve and share best practices! My students are constantly growing, and I feel lucky to be a part of it!”

MARY KATE CONWAY, ROXBURY PREP

## TEACHING FELLOWSHIP

# Launch your career with our Summer Teaching Fellowship

Uncommon's Summer Teaching Fellowship is an outstanding, hands-on, teacher training program that helps rising college seniors develop the skills necessary to become an effective classroom teacher.

## WHAT TO EXPECT AS A SUMMER TEACHING FELLOW

**Accommodations**

Stipend | Free housing | Paid public transportation

**Teaching Experience**

Full-time Monday-Friday class time for 5–10 weeks with a mentor teacher

**Professional Development**

Mentor sessions 2–3 times per week | Constructive feedback

**Relationship-building**

Networking sessions | Connect with 130 aspiring educators from colleges and universities across the country

**Social and Immersive Activities**

Experience the communities served by Uncommon Schools through community meetings, athletics events, and musical performances.

**74% of 2021 Summer Teaching Fellows received a full-time offer to teach with Uncommon upon graduation.**

**FOR MORE INFORMATION OR TO APPLY, VISIT [UNCOMMONSCHOOLS.ORG/STF](https://uncommonschoools.org/stf)**

PROFESSIONAL DEVELOPMENT

# Experience world-class professional development

We provide every Uncommon educator with quality training and ongoing professional development so they can be their best. From studying our teachers and codifying best practices, we champion promising innovations and share our learnings across our schools.

### The path to certification

New hires receive support along with outstanding professional development, we provide new hires support and guidance throughout their certification process, including information sessions on certification requirements. All teachers are required to work towards certification\*.

### HOW UNCOMMON SCHOOLS SUPPORT TEACHERS

Teachers receive three weeks of high quality training prior to entering the classroom

1

Apprentice teachers carry a reduced course load and are coached by mentor teachers

2

All teachers receive three hours per week of professional development and collaborative work time

3

Teachers benefit from Uncommon's partnerships with education programs, including additional training and a subsidized cost of a master's degree and certification

4

\*Certification requirements based on region and state.



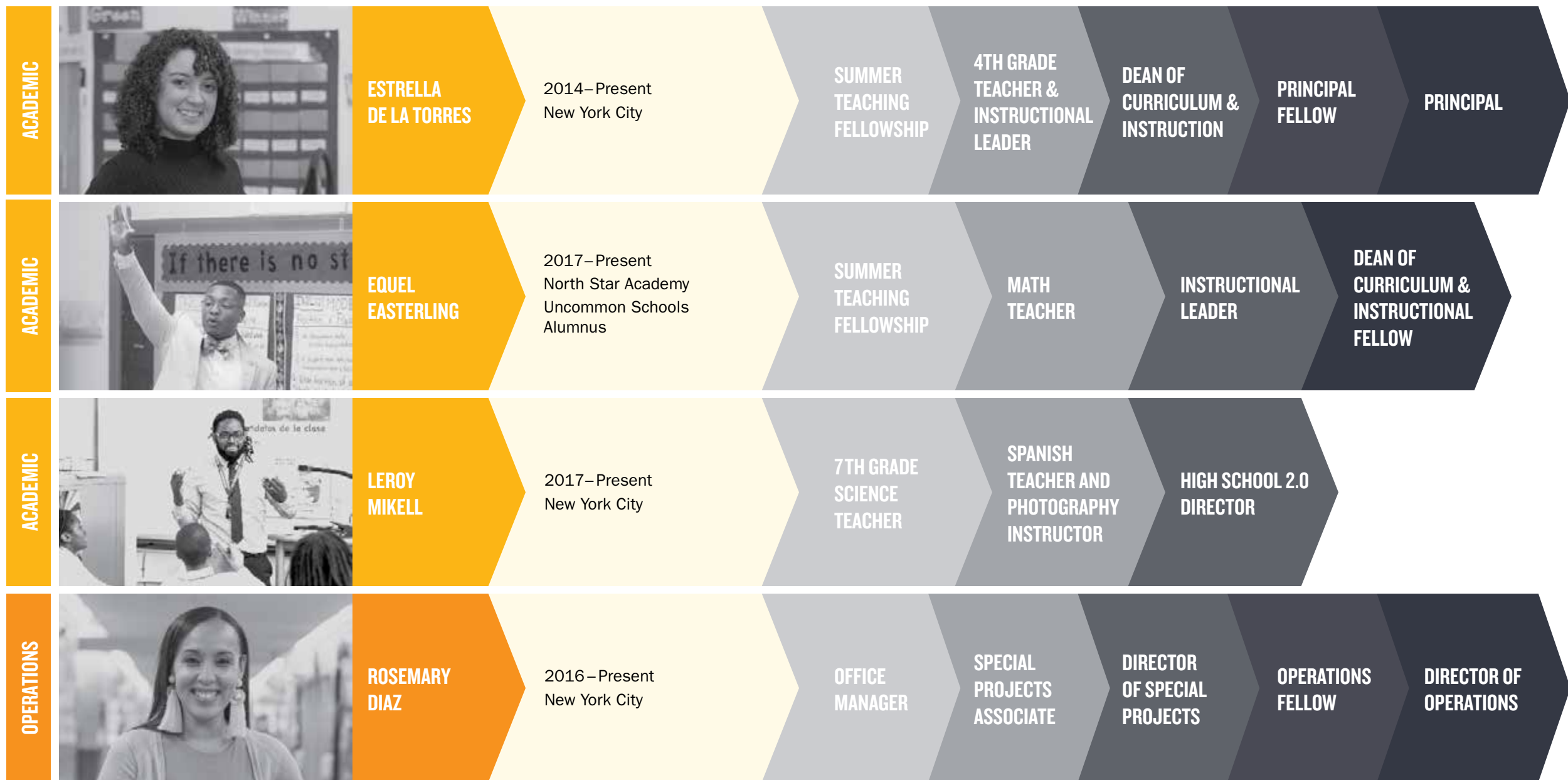
**ARE YOU READY TO BUILD YOUR CAREER?**

### CAREER PATHWAYS



# Discover your career path

At Uncommon Schools, we provide our staff with the necessary support to grow and develop a meaningful career. Below are just some examples of career pathways our staff have taken.





OUR OPERATIONS TEAM

# Build strong and effective school systems

Uncommon Schools has diverse and complementary operational positions to ensure our schools run smoothly, and provide students with safe and vibrant learning environments.

- Special Projects Associate**
- Collaborate within the school's operations team to maintain administrative systems, and support school culture
  - Complete projects ranging from data analysis and student recruitment, to finance and technology
  - Interact with various constituents, including students, staff, families, donors, and more to establish community relationships

- Office Manager**
- Provide effective and efficient services to students, staff, and families
  - Serve as the first greeting point for all members of the school's community
  - Coordinate school office and administrative systems to ensure an orderly and responsive school

- Other Regional and School Coordinator Roles**
- Provide administrative support for our senior regional staff and specialized student services teams within our schools:
    - › College Office Coordinator
    - › Alumni Services Coordinator
    - › Special Assistant
    - › Regional Schools Coordinator



Whether it's building the visual culture of my school or stewarding the finances of the building, I know I'm in a unique position to shape the educational experience of many young people."

SUNITA YADAVALLI, CAMDEN PREP

OUR HOME OFFICE TEAM

# Support students across all regions

Uncommon Schools Home Office teams work collaboratively to support school teams and leaders with what matters most: student achievement.

We leverage our expertise to provide high-quality services to achieve our shared mission. Home Office staff work across all regions, with the greatest concentration of employees in New York City and Newark.

Home Office teams support schools at all levels in the following areas:

- Data and Information Technology
- Diversity, Equity, and Inclusion
- Finance, Accounting, and Compliance
- Marketing and Communications
- Real Estate and Facilities
- External Affairs
- Development and Fundraising
- Project Management and Operations
- School Management and Instructional Support
- Talent Development, Recruitment, and Human Resources



OUR THOUGHT-LEADERS

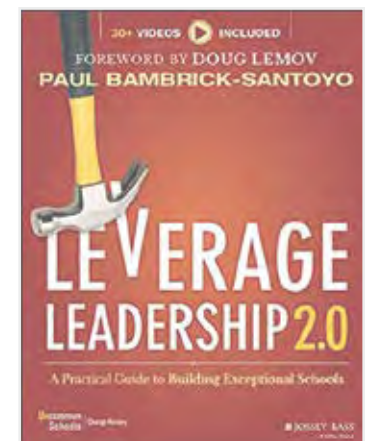
# Gain access to industry thought-leadership, advocates, and resources

Our books and workshops have developed over 2 million educators around the world.

Over **3 million** copies of 12 books sold worldwide

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**50,000+** teachers and school leaders trained across the globe





# Get to know us!

Visit our website to learn more about our organization, explore open roles, and apply for the job that's best for you. Applications are accepted year-round. We can't wait to get to know you!



[uncommonschoools.org](https://uncommonschoools.org)



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Photography by JJ Ignatz Photography

## EARN UP TO A \$1000 REFERRAL BONUS!

Individuals will receive a bonus of up to \$1,000 for anyone they refer who becomes a full-time staff member after they have worked for 90 days.

Visit <https://uncommonschoools.org/referrals/>

# \$1,000

**READY TO JOIN OUR TEAM? APPLY TODAY AT:  
UNCOMMONSCHOOLS.ORG/CAREERS**

**Un**common  
Schools

Change History.

