

# Frequently Asked Questions for MJCS Job Opportunities

## What is your mission?

Maureen Joy Charter School exists to develop the whole child through high-quality instruction, school-community partnerships, and the promotion of a positive self-identity.

## What is your vision?

Every child finds joy in developing their academic potential and thriving as a leader in the community.

## What does the application and hiring process look like for a teacher candidate?

- Application: Submit an application through our hiring platform, Lever
- Phone Interview: Participate in a phone interview with a member of our recruitment team
- Submit a Lesson Plan (Instructional Position): Submit a lesson plan and implement feedback from one of our instructional coaches prior to your sample lesson
- Final Interview: Participate in a sample lesson and a final interview with our team

## Is a teaching license required to teach at MJCS?

Licensure is not required for hire. However, for teaching positions, preference is given to candidates with a valid NC teaching license, teaching experience, or who are currently enrolled in a teaching preparation program.

## Do you host Teach For America teachers?

Yes, we have several TFA alumni and staff and, historically, we hire 2-3 Teacher for America corps members each year.

## ACCESS

### Do you provide transportation?

Yes, we provide transportation to most locations in Durham via 10 yellow school buses.

### What is the makeup of your student population?

We are proud of the diversity of our extraordinary student and family population. 60% of our students identify as Latinx; 37% of our students identify as Black; 2% of our students identify as Multi-Racial. In addition, roughly 87% of our families qualify as economically disadvantaged.

### Technology

Our school has a 2:1 technology ratio. All students have two devices - one for use at home and one for use at school.

## Strategic Support

### What strategic support do you provide for teachers?

**Instructional Coaching Model:** The goal of our coaching is to provide differentiated support to teachers through joyful, open, and empowering teacher-leader partnerships, collaborative content-building experiences, and transformational coaching in order to develop culturally responsive instructional practices that meet the academic, social, and emotional needs of each individual student.

**Professional Learning Communities:** All elementary teachers participate in regular Professional Learning Communities (PLCs) in reading and/or math, led by our content instructional coaches.

All teachers receive quick feedback following an observation or walkthrough.

- **Beginning teachers** (1-3) participate in one-on-one coaching with their instructional coach.
- **Veteran teachers** (4+) can choose to opt into one-on-one coaching as part of their Growth Trajectory Plan. These coaching sessions begin in December.
- **Differentiation:** frequency of action steps, structure/aims of coaching sessions reflective of collaboratively designed goals (Growth Trajectory Plan).

## **What strategic support is provided for students?**

**Social Emotional Learning:** Our K-4 students participate in the Toolbox SEL curriculum, focused on developing 11 foundational tools for social and emotional health. Our middle school students (grades 5-8) participate in an Advisory curriculum based on the Responsive Classroom Model, focused on one unique tool/topic each week, and featuring a weekly Community Circle.

**Exceptional Children's Services:** Our school offers appropriate services to meet the individual needs of our EC and EL students. Our goal is for every EC/EL student to become strong advocates, develop independent skills, and feel 100% included in order to achieve personal goals, as a result of enriching, individualized and collaborative specialized instruction in all settings. Approximately 12% of our students receive special education services.

**English Language Learners:** Our school provides effective support for English Language Learners by providing assistance in the classroom and educating students in small groups outside of the classroom. We have four full-time ESL teachers and approximately 29% of our students receive English Language Learner support.

**Student Support Services:** Our student support team provides support for teachers and students by providing a strategic response to support student behavior.

## **Benefits and Compensation**

### **Is the compensation competitive?**

Yes, the salary schedule aligns with local area school districts.

### **What staff benefits are available?**

All full-time employees are eligible to participate in the state health care plan sponsored by Blue Cross / Blue Shield. Full-time employees are also eligible for dental coverage, vision coverage, short-term disability, and life insurance. The school sponsors a 403b retirement plan, providing an annual match up to 3% of the employee's salary.

### **What are other unique aspects of MJCS?**

**Local Board Controlled:** Our school is governed by a local board. This allows for decisions to be made quickly in order to support the needs of our school community.

**2022-2023 Green School Initiative:** During the 2022-2023 school year, Maureen Joy will begin using four electric school buses, part of our move to a full sustainability model to include solar panels and the elimination of styrofoam and paper products.

For a more general list of FAQs for our school, visit <https://www.joycharter.org/faq>