

# Grow Your Career

## at Green Dot Public Schools



# Grow Your Teaching Career and Change Lives



“Green Dot is committed to supporting teachers so they can do their best work and ignite a passion for learning in students. This benefits students and makes Green Dot a great place to grow your teaching career.”

Colin Lynch  
History Teacher

### Equal Opportunity Employer

Green Dot Public Schools strives for a balanced, productive workforce which is diverse in terms of age, gender, and cultural identity. We do not base hiring or promotional decisions on factors other than performance and professional growth potential.

For more information, including how to apply, go to [www.greendot.org/careers](http://www.greendot.org/careers).  
For questions, please email [jobs@greendot.org](mailto:jobs@greendot.org).

## Helping Students Succeed Since 2000



Green Dot Public Schools is a non-profit organization founded upon the idea that every child in every community deserves to go to a great school.

All Green Dot schools share the common mission of preparing our students for college, leadership and life.

### What is a Charter School?

Charter schools are independent public schools that are publicly funded and free to attend. While closely regulated by the local school district, charter schools are able to exercise increased autonomy but are held strictly accountable for both academic growth and fiscal practices in return.

## at Green Dot Public Schools



### Green Dot Offers Teachers

- Cutting Edge Professional Development
- Leadership Opportunities
- Highly Respected School Leaders
- Culture of Collaboration and Support
- Small Schools and Small Class Sizes
- Industry-leading Salary and Benefits

Join Us in Our Mission  
to Prepare All Students  
for College, Leadership and Life

[www.greendot.org/careers](http://www.greendot.org/careers)

# Change Lives at Green Dot Public Schools

## Our Mission Transforming Public Education

Our mission is to change the landscape of public education so every child in every community can go to a great school. Green Dot Public Schools is a non-profit organization founded upon the idea that every child in every community deserves to go to a great school.

At Green Dot, our teachers, administrators and support staff have an unwavering belief in every student's potential - we do whatever it takes to prepare all students for college, leadership and life.



## Join Us in Our Mission

If your mission is to ensure that every student, regardless of race, income, neighborhood, or special needs, receives a great education, then Green Dot is the place to achieve it.

We believe in finding educators who are fiercely dedicated to this mission. We also believe in building a system of support, collaboration and professional growth opportunities – with school leaders you can respect – so you can see your efforts pay off.

## Small Schools, Big Results

Each of our schools serves approximately 600 students, with an average student/teacher ratio of 25:1.

While our schools are purposefully located in underserved areas, our ninth-graders are nearly four times more likely to graduate college-ready than students at neighboring schools.

## Career Ladder Opportunities

At Green Dot, we have a passion for excellence. That's why we offer a variety of career ladder and leadership development opportunities for highly effective teachers, encouraging them to take on leadership roles with the option of remaining a classroom teacher. These opportunities include coaching teacher colleagues, helping design professional development sessions, analyzing data to improve school-wide teacher and student performance, and building leadership capacity in others.

### School Site Leadership Positions

- Instructional Leadership Team
- School Advisory Committee
- Data Leader
- Safe and Civil School Committee

### Green Dot Leadership Positions

- Professional Development Leader
- Demonstration Classroom Teacher
- Teacher Effectiveness School Liaison
- Curriculum Coaches
- Administrator in Residence

## Support and Collaboration to Accelerate your Professional Growth

Green Dot's goal is to advance teachers in their professional development through coaching, collaboration, and career ladder opportunities.

We are one of only a few districts nationwide, funded by the Gates Foundation, to build a data-driven, individualized system to accelerate teacher growth. We have developed a nationally recognized system of support tailored to teachers by grade level, subject matter and an individual's needs.



Green Dot offers our teachers:

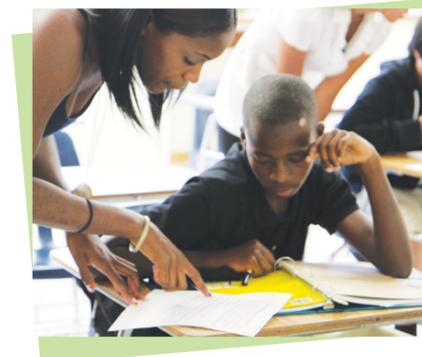
- Collaboration days throughout the year.
- Weekly school-wide Professional Development activities.
- Subject-specific coaching for new teachers.
- School leaders hired for the quality of their instructional expertise, and who spend the majority of their time on instruction, observation and coaching.
- Comprehensive coaching for new teachers.
- An on-line library of coaching materials and data available 24/7.
- Research-based framework for effective teaching.

## Competitive Salary for Teachers

Green Dot recognizes the importance of placing an effective teacher in every classroom, every day. We offer competitive salaries and reward strong performance. During our first two years in Memphis, we will work collaboratively with teachers to develop a comprehensive performance-based compensation system that offers a variety of pathways for career development.

Next year, teachers joining Green Dot will be offered an initial salary that falls within a range listed below. Additionally, annual bonuses of up to \$2,000 will be awarded to individual teachers for strong performance. During the period where the performance-based compensation system is developed, teachers will be offered annual increases to their base salary.

YEARS OF EXPERIENCE	INITIAL SALARY
1 - 3	\$44,000 - \$49,000
4 - 6	\$48,000 - \$54,000
7 - 9	\$53,000 - \$59,000
10 - 12	\$58,000 - \$64,000
13 - 15	\$63,000 - \$70,000
16 - 19	\$69,000 - \$80,000



“Green Dot gives me the support and resources to do my best work with students.”

Christina Robinson  
Special Education Teacher