

▶ TEACH MADISON



EVERY SCHOOL a thriving school

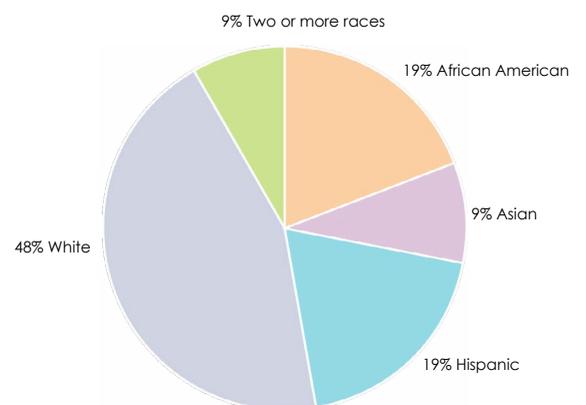


Madison Metropolitan School District, Wisconsin's second largest district, serves 27,000 students throughout 48 schools in the city and surrounding areas. Ranked as one of the top cities in the nation in education, our students consistently perform above state and national averages.

Yet despite our high rates of achievement and graduation, like many urban communities, alarming disparities in opportunity and academic performance persist among our diverse student body. We know that our vision — that every student graduates ready for college, career and community — is an ambitious one, yet we are more confident than ever that we can achieve it.

Student Demographics

2014-2015 School Year



EVERY STUDENT ready for college, career and community

Teachers at the Heart of Closing Gaps

As a community, we are tackling the challenge of raising achievement for all students head on, by pursuing a steadfast, data-driven path forward, forging innovative partnerships and most importantly, hiring and retaining great teachers.

Research shows that teachers are the strongest predictor of student success. We're hiring educators and leaders with the talent and tenacity to transform our school system into a thriving urban school district.



Creating a Culture of Excellence and Equity

Thank you for your interest in joining the Madison Metropolitan School District. We believe in creating a work environment that is both challenging and rewarding.

This means supporting you with dedicated time to plan, prepare and collaborate with your peers as well as offering professional learning and leadership development opportunities that will elevate you in your profession.

In addition, we've developed a more supportive teacher development process that provides ongoing professional growth anchored in a common understanding of high-quality, standards-based instruction.

As part of a greater strategy to transform our culture into one of excellence and equity, we're eager to build a talented workforce that better represents the diversity of our student population.

We're energized by our progress and bright future as a district, and we welcome your interest in becoming an essential partner in our work.

Sincerely,


Jennifer Cheatham
Superintendent

Driven by a Strategic Framework

In July 2013, we published our Strategic Framework, developed with input from staff, students, parents and the community. The result is a clear vision and set of core values that drive all of our work.

- **Clear and Sustained Focus:** We are absolutely focused on a clear set of priorities aimed at measurable goals.
- **Great Teaching:** Nothing matters more than great teaching. A common approach to professional learning, anchored in our Great Teaching Framework, ensures that every educator shares a definition of great teaching and a core instructional program — one that is standards-based, well-rounded and culturally and linguistically responsive.
- **Schools at the Center:** Rather than a top down system, schools are the driver of all that we do.
- **Continuous Improvement Aimed at Results:** We analyze data, review progress and identify next steps. Each school develops a unique School Improvement Plan annually, establishing methods for meeting the needs of all children.
- **Culture of Excellence:** We continually strive for excellence because our students deserve the best from us. When consistently held to high expectations and uniquely supported, students and teachers will rise to meet the challenge.



“My proudest accomplishment this year was meeting every one of our School Improvement Plan goals in all student groups and overall!”

Josh Forehand, Principal
Nuestro Mundo Community School

“Our work this year really built a strong foundation that will allow us to move forward with intensity and purpose. It feels like we are building on that foundation, not changing course.”

Amy Kane
Elvehjem Elementary School

Innovative Programs Serve All Our Students

Succeeding as a twenty-first century urban school district means rethinking the ways in which our departments can best serve our schools and spearheading innovative strategies.

- Our Office of **Multilingual and Global Education** ensures that a culturally and linguistically rich curriculum is available to every student.
- Our **Family and Community Engagement Office** breaks down barriers — whether poverty, limited education or out-of-date assumptions of what parent engagement looks like — to strengthen family involvement in student learning.
- Key to closing achievement gaps, **Early and Extended Learning** opportunities — pre-kindergarten, 4K, summer school, early childhood, special education and After School Academic Infusion — build on classroom learning.
- Students who show an exceptional level of performance look to our **Advanced Learning Division** to challenge them and help them achieve their full academic, intellectual and creative potential.
- A shift away from a zero-tolerance model that disproportionately punishes African American boys and students with disabilities, our **Behavior Education Plan** addresses issues using a progressive approach that teaches positive behavior skills.



Strategic Partnerships Leverage Community Strengths

We actively collaborate with others to accomplish together what one organization cannot do alone. Local, regional and national resources and support teams help us develop and implement high-quality, research-based, innovative strategies.

- Our **AVID College Preparatory Program** challenges students in grades 6–12 with rigorous standards and provides strong academic support. Madison East High School earned recognition as a National AVID Demonstration School, a distinction given to the top 2% of schools implementing the college prep program across the country.
- The **Foundation for Madison's Public Schools** has awarded \$1.28 million in grants to our schools and created endowment funds for all of them. Programs like "A Principal Experience" and "Adopt-a-School" foster relationships between schools and the community.
- Madison is one of a select group of cities chosen as a site for the Kennedy Center initiative "**Ensuring the Arts for Any Given Child,**" designed to improve equity in and access to a strong arts education in K–8 schools.
- **Madison Out-of-School Time (MOST) Initiative** is a partnership among the school district, 40 youth-serving organizations, the city of Madison and Dane County designed to ensure our youth have access to the kinds of comprehensive, high-quality, out-of-school time programs that support positive development, educational achievement and career and community readiness.
- A collaboration between the University of Wisconsin–Madison School of Education and the Madison Metropolitan School District, **Forward Madison** seeks to provide the best possible comprehensive induction and mentoring strategy for new teachers and school leaders, enhance professional development opportunities for district employees and improve workforce diversity.

Forward Madison:

A Collaborative for Learning & Leadership

The Madison Metropolitan School District has a deep, enduring partnership with the University of Wisconsin–Madison School of Education, widely regarded as being among the very best in the nation.

Through a new collaborative, Forward Madison, we are working together to fully prepare new educators to teach our students successfully and thrive professionally in an urban school district.

Our partnership is making advances in teacher induction and mentoring, exploring efforts to improve staff diversity to more closely reflect our student population and implementing innovative professional development programs vital to keeping our educators on the cutting-edge of their profession.

"Many people offer ways to close opportunity gaps for children, but we know that effective educators are one of the most important factors in student learning. So we believe that we will help all children by working together to ensure that every child has a great teacher in the classroom and a great principal in the building."

— Julie Underwood, UW–Madison School of Education Dean





Help Make Madison a 'Best Place to Live' for All

The Madison Metropolitan Area is a vibrant, diverse community of 627,431 residents. Home to the Wisconsin State Capitol, a world-class university, a thriving technology community and a booming cultural arts district, Madison consistently ranks among the top cities to live in the nation.

- "2015 Best Place to Live" (Livability.com, 2015)
- "America's 15 Best Cities for Young Professionals" (Forbes, 2014)
- "A Best City for College Grads" (Business Insider, 2014)
- "25 Happiest, Healthiest Cities in America" (Prevention, 2013)
- "Best Cities to Raise a Family" (Parenting, 2012)

While by many accounts the city is deserving of these accolades, we know our greatest assets — our 27,000 students — deserve the same bright future in the city they call home. To truly live up to its reputation, Madison's "best place" experience must be within reach for all.

We have set out to close the gaps in opportunity that lead to different results for different children, and to become a strong, successful urban school district.

With urgency, determination and tenacity — and most importantly, with great teachers — we know we will make our vision a reality.

EVERY SCHOOL A THRIVING SCHOOL

EVERY STUDENT READY FOR COLLEGE, CAREER AND COMMUNITY



As the second largest school district in the state, the Madison Metropolitan School District has a simple but bold vision — to ensure that every school is a thriving school that prepares every student to graduate from high school ready for college, career and community.

MADISON METROPOLITAN
SCHOOL DISTRICT
Madison, Wisconsin

We know this vision doesn't come to life without dynamic teachers and leaders in every school. We are focused on becoming a model urban school district that serves our children and families better than ever before. We are looking for educators ready to work tenaciously to change the face of public education.

Apply for positions at mmsd.org/teachmadison

545 W. Dayton St, Madison, WI 53703 • www.mmsd.org • (608)663-1693