



**POSITION:** Director of Academics

**REPORTS TO:** Principal

**POSITION TYPE:** 11-month

**START DATE:** 24-25 School Year

**COMPENSATION:** Starting at \$69,500 annually

At YES Prep, work for a mission that impacts the life trajectory of students and their families. YES Prep creates pathways to extraordinary opportunity through best-in-class development, competitive compensation and benefits, and recognition for your impact. Grow as an authentic leader and be part of an equity driven, team-oriented culture.

Our campuses are advancing educational equity. Some quick stats about us:

- 18,650 Students
- 2,100+ Team Members
- 15 Secondary Campuses
- 9 Elementary Campuses
- 92% Students Who Qualify for Free/Reduced-Price Lunch
- 96% Hispanic & African-American Students
- 90% Students Who Are Accepted to a 4-Year University
- 88% First-Generation College Students
- Ranked in the Top 100 High Schools in the Nation, U.S. News & World Report

We serve the students of Houston, Texas, the 4th largest city across the United States. There are over 20 public-school districts and other great public charter school options within Houston's city limits serving our increasing population. We are a rapidly growing organization, committed to creating life-changing opportunities for over 23,000 students by 2025.

## **THE ROLE**

When you join the YES Prep team, some of the exciting work and responsibilities will include:



- Leading, managing, supporting and developing high-caliber leaders on campus, including the Dean(s) of Instruction, Special Education Manager, and Literacy Specialist, through consistent coaching and professional development;
- Managing and developing effective instructional systems and long-term strategy with respect to instructional program sustainability;
- Ensuring that students receive outstanding instruction in all classrooms by managing the teacher observation and evaluation process, including conducting classroom observations, coaching teachers, and monitoring teacher progress;
- Analyzing key sources of data to identify instructional priority areas, investing stakeholders in the instructional strategy, monitoring progress towards identified metrics, and adjusting strategies to ensure continued growth;
- Additional duties as assigned.

## **THE PERSON**

We seek staff with diverse backgrounds, talents, interests, and ideas. Certain traits consistently shine through for our most successful employees: passion for the mission, drive for results, care for students, and resilience. Other traits needed and desired for this role are:

### **THE MUST HAVES**

- Bachelor's Degree from an accredited four-year educational institution
- At least 2 years of exemplary instructional leadership
- At least 3 years of exemplary teaching
- Experience in administration and/or supervision
- A valid Texas teaching certificate or the equivalent
- Ability to work outside of normal hours and on weekends
- Belief in and commitment to the mission and core value of YES Prep Public Schools
- Openness to giving and receiving frequent feedback
- Ability to maintain emotional control under stress
- Ability to work urgently in a fast-paced and results-oriented environment
- Ability to create and maintain positive working relationships on a team and/or in a highly collaborative environment
- A dedication to learn, grow, and develop as a professional

### **THE NICE TO HAVES**

- Master's Degree from an accredited educational institution

## **EVERY OPPORTUNITY STARTS WITH A YES**

Great schools begin with great people who believe every day is an opportunity to make a difference. At YES Prep, you have an opportunity to join a family of diverse educators who are leveling the playing field by providing opportunities for a high-quality, college-forward curriculum while also ensuring our students feel supported through their



academic journey and empowered to lead choice-filled lives. YES Prep is more than a family of public charter schools, it's the future of public education—it's an opportunity to say, "Yes, you can!"

## THE PERKS

- **[Compensation](#)** – This position is an exempt, salaried position; salary offers commensurate with experience.
- **Health and Supplemental Insurance** – A \$0 monthly medical option that includes \$600 towards a Health Savings Account, in addition to a variety of supplemental benefits including Dental, Vision, Disability, Life, etc. Employees must work 20+ hours a week to be eligible for a full spectrum of benefits, and 10 hours a week minimum for medical benefits.
- **Retirement Plans** – Participation in [Teacher Retirement System of Texas](#) and a 457b Retirement Plan.
- **Paid Time Off** – Employees working 20+ hours a week receive 12 days of Paid Time Off in addition to the system closures during the Academic Calendar.
- **Paid Leave Programming** – In the event you need to be out due to medical needs (including maternity and paternity leave), YES Prep offers paid leave, paid at 100%, based on eligibility and tenure.
- **Professional Development** - YES Prep values longevity and performance over time. We invest in developing leaders through high-quality programs, effective coaching, and ongoing [professional development](#).
- **[Award Winning Culture](#)** – The strong cultures of our campuses and Home Office are just one of many reasons we were named [Houston's Best Place to work](#) in 2018, 2019, and 2021. We won the [2012 Broad Prize for Excellence in Urban Education](#) and were a 2016 finalist as well.

## WE ARE DEEPLY COMMITTED TO EQUITY & DIVERSITY

YES Prep strives to recruit a diverse team of leaders. We believe there is a transformative academic and social benefit for students when their teachers and leaders reflect a diversity of backgrounds. Ninety-five percent (95%) of staff members agree that the organization provides a welcoming environment given their background and identity according to our latest system survey.

YES Prep is an equal opportunity employer and does not discriminate against any employee or applicant on the basis of race, color, ethnicity, religion, gender, sexual



orientation, gender expression, national origin, disability, age, marital status, military status, pregnancy, or parenthood.