



Faculty and Staff

WESTLAKE ACADEMY





OVERVIEW

Westlake Academy is an open-enrollment, K-12 public charter school operated by the Town of Westlake, Texas. Dedicated to academic excellence, the Academy is built on the foundation of the International Baccalaureate (IB) curriculum, fostering a global perspective and a lifelong passion for learning. The school prioritizes the holistic development of students, emphasizing citizenship, academic integrity, and personal growth to prepare them for leadership roles in an increasingly dynamic and interconnected world.

With a commitment to maintaining fidelity to the IB philosophy, Westlake Academy ensures that its academic programs align with the rigorous standards of the IB framework. Faculty members are at the heart of this mission, contributing to an environment that values innovation, collaboration, and the pursuit of educational excellence.

Westlake Academy is seeking a faculty member to join its team of dedicated educators. This position is hired by and reports directly to their division principals. The faculty member will work collaboratively with colleagues to deliver high-quality educational programs that reflect the IB curriculum's emphasis on inquiry-based learning, global citizenship, and student-centered development. Faculty members also engage closely with the school's Instructional Leadership Team to ensure that academic initiatives are seamlessly integrated with the IB framework and overall school objectives.

This role requires prior teaching experience, a demonstrated commitment to the IB philosophy, and a passion for fostering student development and academic excellence in a collaborative environment. Candidates should hold a master's degree or higher in Education or a related field.

Westlake Academy offers competitive compensation and comprehensive benefits, reflecting its commitment to attracting and retaining top-tier educators. Faculty members enjoy a supportive and collaborative work environment that fosters professional growth and encourages innovation in teaching and learning.



THE SCHOOL

Westlake Academy is a prestigious and innovative open-enrollment public charter school that offers the rigorous International Baccalaureate curriculum. All Westlake residents and the surrounding community are eligible to enroll at Westlake Academy, the only municipally-operated public charter school in the State of Texas. Currently, the Academy has nearly 900 students enrolled, and more than 1,800 students on the waiting list.

Enrollment is determined by the school's primary and secondary boundaries. Primary boundary students reside within the Town of Westlake and are eligible for immediate enrollment (communities and space is available in the grade level). Secondary boundary students primarily reside in surrounding communities and are enrolled by a lottery system.

Approximately 40% of enrolled students reside in the school's primary boundary, and about 60% reside in the secondary boundary.

MISSION

Westlake Academy is an IB Continuum School where students become compassionate, life-long learners through an internationally-minded, balanced education that empowers students to contribute to our interconnected world.

VISION

Westlake Academy inspires collegebound students to achieve their highest individual potential in a nurturing environment that fosters the traits found in the IB Learner profile: Inquirers, Knowledgeable, Thinkers, Communicators, Principled, Openminded, Caring, Risk-takers, Balanced, and Reflective.

VALUES

Maximizing Personal Development

Academic Excellence

Respect for Self and Others

Personal Responsibility

Compassion and Understanding

CAMPUS

Westlake Academy is located on a 27.5 acre campus home to seven different buildings comprising of 110,000 square feet of learning space with outdoor teaching areas and two athletic fields. A facility master plan analysis is currently underway to identify current and future academic and athletic needs as the school continues to grow.



ACADEMICS

The IB program at Westlake Academy stresses critical thinking and inductive learning by encouraging students to learn by asking, “who, what, why, where, and how?”

Currently the Primary Years Programme (PYP) consists of grades K–5, the Middle Years Programme (MYP) consists of grades 6–10, and the Diploma Programme (DP) consists of grades 11 and 12. Westlake Academy will be comprised of three divisions — the Primary School grades K–5, the Middle School grades 6–8, and the High School grades 9–12. Each school has a dedicated Principal and Assistant Principal and each of our three IB programmes, PYP, MYP, and DP will have Programme-specific coordinators.

Westlake Academy graduates continue to exhibit a strong track record of achieving the IB diploma. The level of college acceptance of Academy graduates is 100%.

ATHLETICS

Westlake Academy takes immense pride in achievement and robust and dynamic athletic program, where over 70% of our students actively participate in sports, fostering a culture of teamwork, resilience, and excellence. With an impressive legacy that includes 52 state championships, we have consistently demonstrated our commitment to athletic and academic success. Our diverse offering of 33 sports teams ensures that every student has the opportunity to compete, grow, and shine in their chosen discipline.

BY THE NUMBERS

Student enrollment: 888

Total students PRIMARY: 338

Total students MS: 222

Total students HS: 325

Total faculty: 80

Total Staff: 107

Student/teacher ratio: 14:1

2022 TEA Accountability Rating: 99/100

Graduation Rate: 100%





WESTLAKE, TX

The Town of Westlake was founded by a group of pioneers who joined together to preserve a place of natural beauty and a vanishing way of life in the Cross Timbers region of Texas in 1956. Westlake remains one of the most pioneering communities in the country. From the highest development standards of a meticulously master-planned community to the highly sought-after Westlake Academy, residents and visitors alike have come to expect the very best from this “Distinctive by Design.”

The Town of Westlake is located in the rapidly growing Dallas/Fort Worth metropolitan area, just 23 miles from the heart of Fort Worth, 30 miles from Downtown Dallas, and 11 miles from DFW International Airport. Momentum for Westlake’s unique character has been established by a perfect mixture of residential and commercial development. This approach has demonstrated an alternative to typical suburban development through quality site design, building form, and environmental sensitivity.

Named one of the most affluent communities in the country, Westlake continues to move forward in the vision inspired by its founders. The community is *Distinctive by Design* and is one of the most highly regarded communities for residents, businesses, and visitors alike. There are miles of beautiful trails and open spaces to enjoy the natural surroundings.



COMPENSATION & BENEFITS

The salary range for staff members is listed on our website depending upon the candidate's qualifications and years of education. In addition, Westlake Academy offers an excellent benefits package headlined by access to the Teacher Retirement System of Texas. Westlake Academy also offers an employee assistance program, multiple savings plans, a no cost \$30,000 life insurance policy, and no cost telehealth visits for employees. You can also opt in to vision, dental, disability, and several other supplemental plans based on your specific needs.



TO APPLY

Qualified candidates interested in this opportunity can visit [WestlakeAcademy.org](https://www.WestlakeAcademy.org) to complete an application and upload a resume and cover letter.

All inquiries regarding the recruitment process may be directed to:

Sandy Garza, Director of Human Resources

817.490.5734 | sgarza@westlaketx.gov



WESTLAKE

A C A D E M Y

Westlake Academy

2600 JT Ottinger Drive

Westlake, TX 76262

817.490.5757

WestlakeAcademy.org