



EMPLOYMENT FAQ

What is a Charter School?

A Public School

A charter school is a public school with no tuition and open-enrollment, open to all students.

Freedom from District

Unlike district schools, a charter school has the freedom to make its own choices about effective curriculum, teachers, and academic goals that will ensure the success of every student.

Greater Accountability

Though independent, charter schools are held to a higher level of accountability. In California, charters are typically approved for 5 years, and within that time must demonstrate performance that is superior to traditional public schools.

School of Choice

Families choose to send their children to charter schools by participating in a public lottery.

What is Valor Academy?

Valor Academy is a proposed charter middle school, serving 5th through 8th graders, beginning in September 2009. Should Valor be chartered, we will open the 5th grade in 2009 and add a grade each year until we serve 5th through 8th graders by 2012.

Who will Valor Academy Serve?

Valor Academy is a proposed tuition-free charter middle school serving students from the urban communities of North Hollywood, Arleta, and Panorama City. Our demographics, based on surrounding schools, will be approximately 75% Latino and 80-90% free and reduced lunch.

What distinguishes Valor Academy from other Middle Schools?

We are committed to putting every child on a clear path to college. To accomplish this, we will use tools and techniques that include:

A longer school day

More time in class = more time for learning.

Up to two hours of tutoring time each day for struggling students

Any student struggling with learning can get free tutoring from teachers and staff dedicated to helping them reach their goals. Tutoring will be offered during the school day and through our after school student support program which includes: Homework Center, Tutoring Club, and Language Development.

A school culture marked by high standards of discipline

The best urban charter schools prove that all children thrive in structured environments in which respect and active participation are expected. All Valor Academy students will model our PREP values of: Professionalism,

Respect, Engagement, and Preparedness.

The 3 E's: Exposure to Ethics, Entrepreneurship, and Enrichment

Valor Academy students will learn character development and entrepreneurship through our ethics and life skills courses. They will also be exposed to their teachers' passions and outside opportunities through our enrichment blocks and field trips.

Excellent teachers

We will hire and retain excellent teachers for all subjects and grade levels.

Data-driven instruction

Frequent assessment and careful analysis of the results will identify students who are in need of extra help and will improve the lessons that the teachers prepare.

An intense focus on literacy and math

Studies show that high literacy and math rates in school are the strongest predictors of success in high school and beyond. In the 5th and 6th grade Valor Academy students will have double blocks of Math & English, amounting to 1 hour 40 minutes of instruction in each subject – each day.

Frequent communication with parents

Parents of Valor Academy students will receive weekly progress reports about behavior and academic progress and will have close relationships with and access to their child's teachers.

Why should I work at Valor Academy?

Entrepreneurial Spirit

This is a once in a life-time opportunity to be a founding member of a school that delivers on its promise to bring educational equity to the students of Los Angeles. We welcome openness to change, willingness to problem-solve, and interest in developing new ideas and programs.

Belief that Every Child Deserves an Excellent Education

At Valor we believe that there is no task more urgent or worthwhile, than to provide students from low-income, urban backgrounds, with an excellent public education.

Development as a Leader

Valor Academy believes professional development is a priority. Hence, we offer half days for students every Friday so that all staff members can partake in two hours of internal professional development. Additionally, seven full days of professional development and two choice (i.e. school visits, seminars) professional development days will be offered to staff. We expect and encourage all staff members to be open to growth and leadership positions as the school matures.

How do I apply for a position at Valor Academy?

Interested candidates should read through all materials posted on the website. Application materials requested include the submission of the following: Resume, Personalized Cover Letter, Inquiry Form and Relevant Student Achievement Data (upon request).

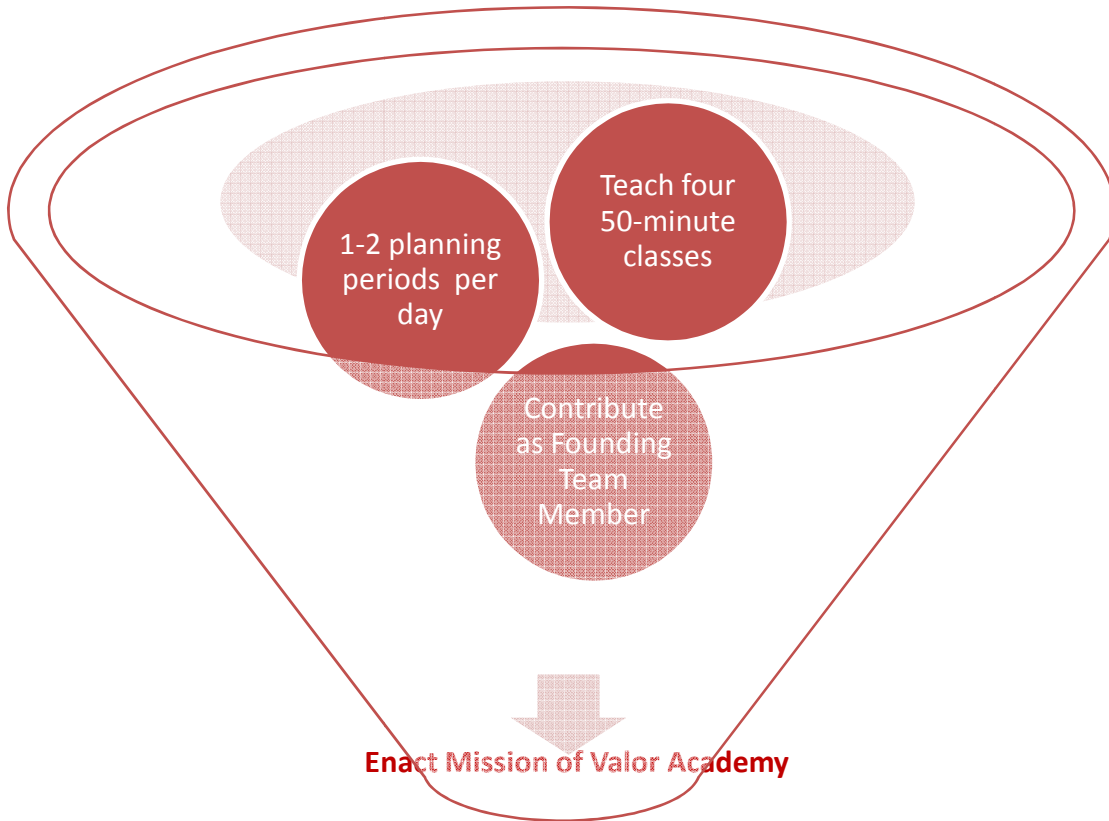
Our application process is rolling. The timeline for hiring at Valor Academy is as follows:

- January-February 2009: Applicant resume collection, initial conversations
- March 2009: Formal Hiring Process
- April-July 2009: Valor Academy will make hiring decisions based on rolling applications

What salary and health benefits are offered for positions at Valor Academy?

Salaries and health benefits will be competitive with the Los Angeles Unified School District and local charter schools. More details will be discussed with candidates offered an in-person interview.

What does the teacher schedule look like at Valor Academy?



What type of Credentials do I need for a Fifth Grade Founding Teacher position?

All teachers must hold a bachelor’s degree from a four year college or university and a California State Issued Multiple or Single Subject Credential. Of note, interested applicants do not need to have met these requirements prior to applying for a position. All Founding Teacher offers, however, will be contingent on these requirements being met by the start of school.

I currently teach outside of California. What licensure requirements must I meet to teach at Valor Academy?

Please see the above answer for requirements on teaching fifth grade at Valor Academy. For more information on whether your out of state teacher credentials will transfer to California, please visit the California Department of Education website: www.cde.ca.gov/

More Questions?

Please email employment@valoracademy.org with additional questions.