



Monument Academy

Looking for Heroes

A note to potential Monument Academy teachers and educators

Thank you for your interest in teaching in Monument Academy. Thank you for considering the ***most important work of our time*** – educating children. There is nothing like seeing an effective teacher, and the long term value of his or her contribution to society is immeasurable.

However, over time, many in our profession seem to have lost the sense of urgency and an accurate notion of ***what it really takes to educate all children***. In many districts and schools, adult issues take priority, and groups who claim to put children first argue fiercely about an eight hour work day, whether teachers have to attend a staff meeting after school, or whether administrators can conduct an unannounced visit to observe classroom instruction.

Before you agree to work here, we need to dispel any illusions you may have of public charter school education. Public charter school education is tough and often stressful. It requires commitment, sacrifice, and time. If you choose to work in a high performing school, you will have to devote even more time to maintaining excellence and enriching education. If you are inexperienced or teaching for the first time, teaching, at least for the first two years, is likely to be ***the hardest job you have ever had***.

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It will get easier, but not much. Public charter school education is undergoing significant reform brought on by technological changes, ever-increasing globalization, and a public that is dissatisfied with the results over the last forty years of traditional approaches. If you choose to teach, ***you will face constant change*** and you will be required to stay up with the research, technology, and new strategies to help a different generation of students learn new skills for a changing workplace.

We need to inform you that it is ***harder to work in Monument Academy than almost any other school in Colorado***. Our students need effective teachers who are equally effective in modeling core virtues, and we are committed to ensuring

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every student has the best instruction possible. No other school focuses as much on the continuous improvement of the quality of instruction and character development. You will be continuously

coached and will be subject to numerous spot observations. You will teach with the door open. There will be non-negotiables, and you will not get a say in everything that is required. We will monitor your progress and evaluate you fairly, but accurately. The expectations are high as is the ***accountability*** for improving instruction and demonstrating core virtues. And ***the search for excellence will be relentless***. Even after you become an “effective” teacher, we will challenge you to do your best work for students every day.

At the same time, no other school will provide you with as much research-based professional development and ***job-embedded coaching***. Our instructional leaders at the school will support you and help you grow with specific feedback, suggestions, and coaching. We do not expect inexperienced teachers to have a large repertoire of strategies and techniques when they arrive. We will help.

So, if you prefer routine and the status quo, you might want to consider a different school. If you think “experience” gives you more job security than teaching effectively, do not come to Monument Academy. ***If you are given to excuse-making or blaming our parents or students, do not come to Monument Academy.*** If you fear accountability, do not have a commitment to excellence, or have a need to fight for adult issues over the issues of students, do not come to Monument Academy you will be gravely disappointed, as will we.

But . . . ***if you believe in our students***, if you believe that an effective teacher makes the most difference to a student’s academic success, if you believe what we believe, then we will welcome you to Monument Academy. If you find reward in working with others in challenging situations and in accomplishing what most people cannot, then you will not be disappointed.

Our work is serious and important –***we are the last, best hope for many students***. We need people with the courage and the stamina to make a real difference for our students. We need people who understand the sacrifice required, who know they will never be fully rewarded for their efforts, and who will nevertheless do what it takes to teach effectively. ***We need heroes.***

If you are that person, then join our team. Join the school that has significantly raised student achievement and is making a huge difference for students. Join the school that is transforming education. Join us as we travel to where no other school has been before.

We need people with the courage and the stamina to make a real difference for our students – we need heroes.

Just know that if you become a member of the Monument Academy team, we will welcome you aboard and then ask you to ***buckle up***.

Don Griffin, Ph. D.

Elisabeth Richard

Don Griffin, Ph. D.
Executive Director

Elisabeth A. Richard
Principal

Applicant Name: _____

Applicant Signature: _____

Date: _____

Position applying for: _____