



NEW YORK CITY DEPARTMENT OF EDUCATION

**CITY-AS-SCHOOL**

**Fred Koury Campus**

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**City-As-School** seeks creative, reflective, collaborative and committed educators to become part of our vibrant learning community.

### **Current Openings**

*We seek to hire for the following positions for the 2025-26 school year:*

- **1 Science / STEM Internship Coordinator**
- **1 ELA-Licensed Internship Coordinator**
- **1 Physical Science Teacher**
- **1 Special Education Teacher**
- **1 Math Teacher**
- **1 Social Studies Teacher** (funding permitted)
- **1 ELA Teacher** (funding permitted)

***We are building a teaching team to support our incoming students as they transition to City-As-School. This includes collaborating to create and facilitate classes and internships that support students orienting to our unique model. Members of this teaching team participate in weekly team meetings and share office space.***

### **Our Model and Our Students**

- **Internships** - We are an **experiential learning school** founded in 1972 that serves students ages 16-21 who have encountered obstacles to success in previous high schools. We re-engage a diverse population of young people in their own life plans, education, and communities through project-based learning at internships. Each student self-selects a schedule that combines a 15-hour-per week internship with innovative in-house classes.
- **Performance-Based Assessment** - As a member of the *Consortium for Performance-Based Assessment*, our students graduate by portfolio rather than high-stakes testing. All City-As students graduate with a Regents Diploma and a personalized post-graduation plan. All learning experiences build to final projects that are presented to an authentic audience.
- **Personalization** - We provide highly personalized support to all of our students. We connect each young person with a **support team** consisting of their advisor, guidance link, career-and-college link, and outreach link who support them from their first day through to graduation and beyond.
- **Restorative Justice** - We utilize restorative and healing focused practices to build community, resolve conflict and repair harm. Our work is rooted in core values such as freedom, love and mutual responsibility. We believe that safety, vulnerability and trust are the foundation of all learning.
- **Anti-Racism & Equity** - We are explicitly committed to challenging racism and dismantling white supremacy as part of our school-wide learning. This involves naming race and racism in our daily lived experiences as well as ongoing reflection and learning individually and collectively. We see this as necessary to educate for positive social transformation and the liberation of all people.

### **Our Core Values**

## OPPORTUNITY

- City-As offers unique learning experiences for students at internships around the city and in the classroom so they can make connections to their preferences, interests, and developing skills. Our students actively design their own educational paths to graduation in partnership with adults. Humans learn in different ways and therefore we constantly work to create diverse offerings and reduce barriers so our program can be equitably accessed.

## COMMUNITY

- We actively refine the conditions needed for people to make choices and take actions that support their individual growth and the growth of the school collective. We embrace the multiple responsibilities that come with internships, classes and community membership. We aim to take steps to address disagreement productively and repair harm because relationships, collaboration and safety matter.

## CURIOSITY

- At City-As-School we acknowledge that curiosity and creativity are essential parts of human development, growth, and progress. Experiential learning in internships, workshops and classes provide opportunities to ask and answer questions about ourselves and the world around us. Research, critical thinking, and problem solving are elements of inquiry and lead to outstanding student work. Similarly, educators use their expertise to design and facilitate adult learning that leads to better understanding our students and crafting meaningful experiences.

## LIBERATION

- Each person's identities, culture, beliefs, strengths and skills are valued at City-As. Acknowledging and celebrating our similarities and differences, we attempt to build connections through empathy, respect and understanding. We seek to uphold the integrity and dignity of each community member and work to dismantle systems of oppression so that, in this space, we can thrive and be freer together.

## Teacher Qualities

- **Collaboration** - All teachers and counselors at City-As-School are highly collaborative and learn from each other in a supportive professional community. We meet weekly in teams and departments to design curricula, share ideas, materials and resources and collectively examine problems of practice. We also meet weekly as a faculty to identify ways to support all of our students as fully as possible with meaningful inquiry in core subject-areas and interdisciplinary internships.
- **Project-Based Learning** - All learning experiences at City-As-School use the principles of project-based learning to engage students in meaningful learning that is ultimately shared with an authentic audience. We see ourselves as the facilitators of learning for our students and support our students in engaging in the inquiry process through guiding questions and clear project instructions. Our teachers attend professional development often, both inside and outside of our school, and we are always looking to improve our practices for the benefit of our students.
- **Trusting Relationships** are at the heart of our work as a transfer school serving youth who have become disconnected from school. While our faculty are all content-area experts and skilled practitioners, we all believe that we teach youth first and support them in addressing personal challenges and in growing holistically just as we support them in their intellectual pursuits.

## Teacher Roles

- **Internship Coordinators** facilitate credit-bearing internships at sites across the city. This involves establishing internships, teaching a weekly internship seminar, visiting students at their internship sites, collaborating with mentors, and creating unique internship projects for students at each site. Most of the teaching for internship coordinators is **out in the city**.
- **Classroom Teachers / Advisors** develop and facilitate classes within the school building that use the principle of experiential learning to support students in inquiry-based project based learning aligned to

Consortium rubrics. Each classroom teacher has **an advisory of 16-18 students** and are the main point of contact for their advisees' families.

- **Special Education Teachers** teach co-taught classes and have an IEP Caseload.

### **Applying**

- **Applicants** should be familiar with or open to learning about working in a highly-collaborative educational community that holds these values and beliefs about education.
- **The strongest candidates** will have a passion for and several years of experience working with older youth, a background in project-based learning and performance-based assessment, and a desire to work collaboratively in teams and engage in ongoing professional learning.
- ***We can only hire NYS licensed teachers. ELA teachers must have an ELA Teaching License.***
- ***If you are interested, please send a resume and cover letter to [hiring@cityas.org](mailto:hiring@cityas.org). Visit our website [www.cityas.org](http://www.cityas.org) to learn more about us.***