

What It's Like to Work at Memphis Rise Academy

Memphis Rise Academy is deep into a successful third school year, and is looking for individuals who are interested in joining our team as we grow to 6th-9th grades next year, the next step in our growth towards being a full middle and high school. We are looking for individuals with the spirit of our city—incredibly dedicated workers with firm belief in potential and a clear vision for action.

Memphis Rise Academy is dedicated to creating an environment that is sustainable for our staff and rewards their dedication with a **trusting, consistent, and responsive** environment that is **fully committed** to its mission of success for all students.

Five Things We Promise to All Staff

- 1) **An environment with a complete focus on its mission of student achievement**—frequent opportunities to collaborate and strategize with team members along with support from administration in academics, culture, and operations, provides our staff the ability to continually focus on bettering their practice and promote student achievement.
- 2) **Constant opportunities for professional growth and development**—in our school, throughout Tennessee, and throughout the country. We provide paid, weekly in-house professional development every Friday because we understand the value of our staff's ability to reflect on their practice and sharpen their skills as educators. We fund our staff to attend excellent school visits and high-quality national trainings to make an even deeper impact in our students' growth and development.
- 3) **A trajectory for potential educational, operational or cultural leadership**—as part of a school chartered for almost a decade of constant growth, the opportunities to take on leadership roles within our school are built into our staff development plan.
- 4) **A school culture which is built upon strong staff-student relationships**—an outstanding school culture supports instructional growth and character development. We are looking for educators who truly believe in the power of building strong relationships with our students. Our advisory program, community meeting program, and family communication systems are designed to ensure that our staff's personal relationships with students play a significant role in their growth and development, leading them on a path to success in college and life.
- 5) **A school which is in relentless search for opportunities to improve, refine and strengthen its practice**—Memphis Rise Academy is a school of open doors dedicated to listening and learning. We keep a vigilant eye on the reality of our school and never allow ourselves to become complacent with our success.



Other Unique Opportunities

Advisory: Every school day begins and ends in Advisory, a co-taught period that helps to define classroom culture and build the positive college preparatory character that we expect our students to show every day.

Focus: Students have the opportunity to be placed into data-driven tutoring groups that address their areas of highest academic need, led by our core instructional staff. The small size of our focus groups allows for the necessary interventions that take our students one step closer to college.

Enrichment: Staff have the opportunity to lead a high-interest enrichment of their choosing, to be made available as part of the school day to all students on a rotating quarterly basis. Current enrichment offerings include Knitting, Flag Football, Music Production, Philosophy Seminar, Harry Potter Club, Advanced Science & Engineering, and many more!