



Capstone Education Group desires that every teacher be joy-filled, challenged, encouraged and supported while performing the difficult work of urban education. Therefore, CEG seeks teachers who are:

Aligned in Mission:

- Support the mission: Capstone Education Group equips all students with the Wisdom and Knowledge necessary to succeed in college and to become leaders in their community.
- Support the promise: Capstone Education Group promises to execute the blueprint with relentless passion, energy and urgency, ensuring every student hits their growth goal in every subject each year.

Aligned in Practice:

- Implement the Capstone Education Group blueprint. CEG believes teachers must deliver effective instruction and create an excellent culture every minute of every day to accomplish the mission. Specific examples of the blueprint include:
 - Ensuring teachers utilize purposeful planning each day to deliver effective instruction that targets students' needs by following the prescribed curriculum map, lesson plan format, assessment strategy and planning for reteach, learning lab and other small group instruction.
 - Employ the Capstone Education Group tools to create a powerful student culture, described as joyful, disciplined, rigorous, and safe, resulting in productive learning every minute of the day.
 - Share goals with students that communicate their belief in student's achievement and then be accountable for leading students to achieve that goal.
 - Use data to drive instruction to meet student needs. Teachers analyze data every day, adjusting instruction and lesson plans immediately based on formative assessments. Daily exit ticket analysis and weekly data meetings serve as an essential part of the work to determine student mastery and how to support diverse groups of students.
 - Cooperate and coordinate with other teachers and leaders with a servant's heart to plan, practice and prepare materials.
 - Be accountable for personal actions, attitudes and student outcomes, always displaying a growth mindset.
 - Resolve conflict in a collaborative way with equal concern for the task and the relationship.
 - Provide input to the Principal, DOC, DOI, DOS, Support Services staff and others but embrace and support the final decisions made by those charged with that responsibility.
 - Display emotional constancy always.
 - Model the character we seek to instill in students.
 - Demonstrate urgency by utilizing every minute of the day for instruction, meeting deadlines, executing punctual transitions, and being present at required locations and times.
- Demonstrate genuine humility in receiving feedback and great responsiveness in implementing that feedback immediately. CEG believes teachers equipped with the necessary tools to provide a life-changing education to our students through consistent observation, feedback and practice become master teachers able to meet student needs. CEG asks teachers to submit to the blueprint and relevant feedback with humility, and then have the strength of character to implement the feedback. This practice includes:
 - Summer Professional Development and whole staff Professional Development every week
 - Individual Professional Development during planning periods, before or after school
 - Live coaching, lesson plan feedback, teacher practice sessions, video feedback, formal feedback or informal feedback as often as needed