Come work for a great urban school in one of Rochester’s finest communities. East High School is seeking staff at the middle and high school levels. Be a part of a unique partnership between the University of Rochester and East High School, continuing the proud tradition in Rochester’s first high school by providing city students with access to high-level, best-practice education. And come support East’s mission of graduating students with the skills and dispositions to become leaders and innovators of tomorrow.

The New East

The new East consists of a lower school (grades 6-8) and an upper school (grades 9-12), which includes a 9th grade academy. The University of Rochester will serve as the Educational Partnership Organization (EPO) for East High School, assuming full management responsibilities for East starting in July 2015. East will become a comprehensive, community school with a robust set of services to support its diverse students. Entrance will be by student choice, giving priority to students living in proximity to East and the neighborhoods surrounding the school. East will offer a strong academic and career preparation program, including a daily advisory program and a full complement of athletic and extra-curricular activities that support and engage students.

School Mission

Our mission is to prepare all students for a successful transition into adulthood. We will accomplish this mission by incorporating best practices in school and district leadership, curriculum design and implementation, teaching, social-emotional support and school and community partnerships. At East High, we will create a school culture where all members of the East High School community are valued as assets to learning and development and in which high expectations are the norm.
The addition of 6th grade to give students a jump start to develop the skills and attitudes for success in high school.

A smaller, neighborhood-oriented school environment.

A reduction in student enrollment from its current level of 1750 to 1350.

An East divided into two separate schools: Lower School (grades 6-8) and Upper School (grades 9-12).

A Freshman Academy, housed in a separate wing, that is geared toward the developmental needs of these students.

A partnership with Big Picture Learning, a non-profit organization that develops highly-personalized internship-based programs to meet students’ needs in a small setting.

An extended 7.5-hour school day with staggered start times, with Lower School students arriving earlier.

An increased emphasis on reading and math literacy, including double periods in grades 6-9.

A welcoming atmosphere with many avenues for family engagement.

An evening school and weekend access to East to provide additional academic support for students and families as well as credit recovery.

Advisory “Family Groups” of about 10 students and a mentor staff member that meets daily to work on student interests and needs and focus on academic, social emotional, and organizational support. Students’ individual career plans and our leadership development focus will be supported through Family Groups.

Expanded social and emotional support to maintain a safe and healthy school environment for staff, students, and their families.

A school-wide restorative practices approach, an alternative to school misconduct and discipline that focuses on repairing, building, and strengthening relationships.

More support and programs for students with disabilities and English language learners, including a bilingual Spanish program for grades 6-12.

A governance council consisting of East staff, students and their families who will have input in a variety of decisions.

High-quality curriculum and approach to instruction that is culturally relevant, meaningful, based on student interest, and builds on the assets that students and families bring to school.

Expanded and vibrant Career Technical Education (CTE) program that includes Health Related Careers, Culinary Arts, Information Technology, Advanced Manufacturing, Clinical Optics, Teaching, and Business Professions.

A Leadership for Innovation theme that is central to college and career readiness will extend throughout the full school experience, starting with the Leader in Me during the Lower School years, transitioning to Leadership for Success in the Freshman Academy and then to Leadership for Innovation during the Upper School years.

A focus on civic participation including interdisciplinary projects and outreach into the community (with a potential to become an Expeditionary Learning School).
Quality Educators

East staff will be creators, inventors, and developers who are open to new learning, research, practices, curriculum, and relationships. They will understand that the curriculum has parameters, yet within those parameters they can make learning experiences engaging and real for students. And they will know that East is starting with curricula that vary widely, from fully-developed models, like Connected Math and Meaningful Math, to subject areas like music and world languages where curricula still need to be selected—and everything else in between. Our teachers will accept the challenge of design work. They won’t wait to be instructed on what to do next; they will come ready to collaborate, research, invent, and co-create with staff, families, and community partners.

East’s staff will believe in the cycle of improvement. They will seek improvement in all aspects of the school experience. At East High, staff will believe that their work can always be better, and they will embrace structures and tools to enable them to reflect, evaluate, modify, and recreate. A deep respect for teaching and learning will be at the heart of their work in improving urban education. Their commitment to “best practice” will be an evolving stance, and they will approach their work as researchers who are not afraid to experiment, learn, and seek better ways for students to learn.

Professional Learning Opportunities

There will be ample opportunities to learn, grow, and improve for East’s staff. Professional learning will be a core aspect of the culture of East High School. It will be embedded, specific, relevant, and collegial, and will include extensive summer work that will continue throughout the academic year. It will also require a commitment to common planning time for curriculum design, assessment and data analysis to inform instruction, planning, and professional learning. At East, we will also use Expeditionary Learning support and professional learning as we consider becoming an Expeditionary Learning school.
All In... All the Time

The people working at East High will be “all in... all the time,” meaning that they will direct their full professional efforts to creating a positive and successful experience for East’s students. East’s teachers and school leaders will engage in teaching and learning as a collaborative experience. Every day, they will work together planning lessons, assessing student progress, and sharing their practice. They will be proactive in their advocacy for and service to students. The schedules and compensation of people working at East will be adjusted to facilitate this increased engagement with students and professional learning.

“All in” means that our staff will connect with and know all students as individuals, making them feel cared for and a valued part of the East community. They will provide students with high expectations, reasonable structure, and developmentally-appropriate ownership, while demonstrating new thinking skills that will lead to students achieving the academic success required to become college and career ready. They will promote students’ interests, counsel students academically, and help them to navigate school life. And they will help students develop their leadership potential to become successful adults in the workplace and active citizens in their own community. All faculty will participate in the daily Family Group period, and advisors commit to advocacy on behalf of their “families.”

Staff will value students’ differences and teach them how to value each other as unique, integral parts of East High. They will make sure every student feels connected to the East community because that sense of belonging will help students succeed.

Learn More or Apply

If you truly want to make a difference among Rochester’s youth, consider our city’s largest high school, East High. Whether you are interested in a position in teaching, administration, counseling/psychology/social work, food services, security, building maintenance/housekeeping or other support areas, we invite motivated people like you to help build the foundation for a new East High in its quest to improving the lives and experiences of East’s students.

All staff will be expected to read the EPO agreement and to sign a statement attesting to this.

Applications for all teaching faculty and administrative positions will be accepted starting January 24 and applications will be reviewed beginning February 7. Administrative job postings will be added to the website as they become available. For more information, or to apply for one of the positions and access the EPO Agreement and Memorandum of Agreement for RTA members, visit www.warner.rochester.edu/researchprojects/projects/EastHigh.