

# Altus Professionals

Altus – Network of Charter Schools

## INFORMATION FOR TEACHERS SEEKING A POSITION WITH ALTUS SCHOOLS

Altus professional educators understand and accept the following:

- Successful teachers are flexible, open to direction, and are personally and positively engaged.
- Teachers are able to motivate, inspire, and facilitate learning that meets standards.
- Teachers demonstrate a confident, highly professional, and energetic approach to their work.
- The work week for full-time employees is forty hours (an eight hour workday). Successful employees balance their work and personal lives.
- The teachers are assigned to classroom sites based on the program needs of the school. Teachers may be reassigned to a new site at any time.
- Teachers make home visits to support student learning.
- Teachers are highly professional in manner, speech, appearance and in their interactions with others at all times
- Employees maintain professional boundaries at all times.
- Learning environments should be welcoming, clean, orderly, and pleasant.
- Teachers understand and welcome accountability.

### *Basic Values*

- *Kids come first.*
- Education at Altus is personalized, individualized, and high quality.
- ALTUS is made up of a community of highly professional people. These committed individuals are independent, self-motivated, high-energy people who speak for themselves. They work to create a positive, challenging environment that is centered on teaching and learning.
- ALTUS is committed to the creation of educational reform models centered on how effective educational organizations run, how teachers teach, and students learn.
- ALTUS employees are accountable for their work.
- People-centered teams focus on supporting quality teaching and learning. Performance is measured by a variety of indicators that include productivity, credit ratio, auditability, quality, performance, and commitment to the vision of ALTUS.
- ALTUS is committed to the improvement of the quality of life for students, their families, its employees, and the community-at-large.
- ALTUS uses business principles in managing the school

