



What Defines A School?

You are a teacher looking for career opportunities, so we ask you this: What defines a school?

We here in the City School District of Albany believe a school is defined as a place where three vital pillars — progressive programs, talented faculty and staff, and experienced leadership — provide the educational structure for excellence. We invite you to explore what Albany has to offer. When you read the story of the City Schools of Albany, we think you'll agree: Teaching in Albany is a smart choice.

What defines a school are progressive programs.

The Albany experience includes a comprehensive instructional plan aligned with state standards. We are proud of the success our students have achieved through endeavors such as:

- Teachers College Writing Project, a nationally recognized program in partnership with Columbia University;
- Math TrailBlazers and the Connected Math Program, two reform programs validated by research-based success in urban schools;
- Success-based comprehensive school reform programs to improve teaching and learning, including Success for All, Literacy Collaborative, ATLAS, and High Schools That Work; and
- The district-wide Reading Recovery program that offers intensive one-on-one tutoring to ensure every child is reading by the end of first grade.

Our programs have generated real results. A decade ago, our elementary schools were rated as "Schools in Need of Improvement" by the New York State Education Department. Today, they are "Schools in Good Standing" for student performance in reading and math. In recent years, all of our middle school students met or exceeded the standards on the state science exam, and we've doubled the number of eighth graders taking and passing Science Regents exams. The addition of alternative education programs — such as the Abrookin Career Academy and its Extended-Day Program and Harriet Gibbons Alternative High School — helped 407 seniors graduate in 2005, compared to 298 in 1999. And in the past five years, approximately one-third more students are taking Advanced Placement courses.

What defines a school are the teachers and staff.

Our certified and highly qualified teachers continue to sharpen their skills through nearly 100 professional development courses, with some teachers accruing more than 130 hours of intensive training throughout the year. We believe the best teachers are also committed lifelong learners who grow alongside their students.

What defines a school are experienced educational leaders.

Our administrators tackle the real problems that challenge our schools with new ideas and solutions, such as the district's alternative programs at all grade levels for those who have trouble succeeding in a traditional setting. The earlier children begin their education, the better their chances of success. That's why all of our kindergartners receive a full day of instruction, and nearly all of our elementary schools offer prekindergarten programs. Our newly built Stephen and Harriet Myers Middle School allows us to offer three smaller middle schools of equitable size, profile, and quality of programs. We restructured the high school to create smaller learning communities — and established an International Baccalaureate program, as well.

We know our commitment to all our students is paying off with continued improvement — particularly in boosting our graduation rate, reducing our dropout rate, and raising the performance of our middle schools.

Some would say it is the measured performance of all of our students that defines a school. We agree. Test results are essential for determining how well our students are learning and where improvements can be made.

But one test does not tell the whole story. We are focused on the whole education of a child, because therein is the story of a school. And that's why we invite you to come visit us at the City School District of Albany, where you will find career opportunities that can change your life — and the lives of our students.



We Serve a Diverse Population

The City School District of Albany staff includes 910 instructional and 640 support personnel working together to serve 9,000 students. Our programs are housed in 19 buildings, including 11 elementary schools, three middle schools, a PreK-8 school, a comprehensive high school, and a number of innovative and alternative education program sites.

Elementary Schools

- **Albany School of Humanities** — 574 students
108 Whitehall Road, Albany NY 12209
(518) 462-7528 • Principal: Ms. Rosalyn D. Wallace
- **Arbor Hill Elementary School** — 412 students
1 Arbor Drive, Albany, NY 12207
(518) 462-7166 • Principal: Mr. Robert L. White
- **Eagle Point Elementary School** — 226 students
1044 Western Avenue • Albany, NY 12203
(518) 475-6825 • Principal: Mrs. Kathleen Brown
- **Giffen Memorial School** — 434 students
274 South Pearl Street • Albany, NY 12202
(518) 462-7176 • Principal: Mrs. Maxine Fantroy-Ford
- **Montessori Magnet School** — 271 students
65 Tremont Street • Albany, NY 12205
(518) 475-6675 • Principal: Dr. Kathleen H. Mrozak
- **Thomas O'Brien Academy of Science and Technology (TOAST)** — 467 students
Lincoln Park • Albany, NY 12202
(518) 462-7262 • Principal: Dr. Rachelle M. Salerno
- **School 16** — 295 students
141 Western Avenue • Albany, NY 12203
(518) 462-1367 • Principal: Ms. Vibetta Sanders
- **School 18** — 257 students
75 Park Avenue • Albany, NY 12202
(518) 462-7238 • Principal: Mr. Joe Witazek
- **School 19** — 572 students
369 New Scotland Avenue • Albany, NY 12208
(518) 462-7242 • Principal: Mr. Gregory Jones
- **North Albany Academy** — 370 students
570 North Pearl Street • Albany, NY 12204
(518) 475-6800 • Principal: Ms. Dale Getto

- **Philip J. Schuyler Achievement Academy** — 276 students
676 Clinton Avenue • Albany, NY 12206
(518) 427-2320 • Principal: Mrs. Dorinda Davis
- **Sheridan Preparatory Academy** — 359 students
400 Sheridan Avenue • Albany, NY 12206
(518) 427-2340 • Principal: Mr. John Pelletier

Middle Schools

- **Hackett Middle School** — 620 students
45 Delaware Avenue • Albany, NY 12202
(518) 462-7143 • Principal: Mr. Kenneth Newman
- **Philip Livingston Magnet Academy** — 561 students
315 Northern Boulevard • Albany, NY 12210
(518) 462-7154 • Principal: Mr. Jeremiah A. Spicer
- **Stephen and Harriet Myers Middle School** — 497 students
100 Elbel Court • Albany, NY 12209
(518) 475-6425 • Principal: Mrs. Kimberly Wilkins

High Schools

- **Abrookin Vo-Tech Center** — 335 students
99 Kent Street • Albany, NY 12206
(518) 462-7278 • Principal: Mr. Don Prozik
- **Adult Learning Center** — 82 students
27 Western Avenue • Albany, NY 12203
(518) 462-7292 • Principal: Mr. Edwin Hotaling
- **Albany High School** — 2,108 students
700 Washington Avenue • Albany, NY 12203
(518) 454-3987 • Principal: Mr. Michael Cioffi
- **Harriet Gibbons High School** — 164 students
75 Watervliet Avenue • Albany, NY 12206
(518) 482-8729 • Principal: Mr. Anthony Clement



We are Driven by Our Mission

We believe all students can learn at the demanding levels required by today's technological world. And our mission requires us to prepare all students for full and effective participation in our society.

Thus, each of our schools must unrelentingly demand the best from students and staff alike. Our instructional materials and teaching strategies must reflect these expectations. All students are challenged to meet our standards of academic rigor – and are nurtured and motivated to pursue excellence.

We must also ensure that learning and understanding the mosaic of cultures that make up our society are an integral part of the regular school experiences of our students.

In order to fulfill this mission, the district must provide the required resources and ensure the broadest possible access for all stakeholders. With their involvement and support, we will continue to refine an education system that will sustain and improve the quality of life for our students and our community.

What we offer; who we serve

The City School District of Albany provides students a broad range of programs and services, including academic enrichment and support services; health, food, transportation, pupil personnel and special education services; as well as Magnet schools, athletics, continuing education and extended-day programs. Our award-winning schools have been recognized for excellence by the state and federal governments, as well as national publications.

Our PreK-12 program is designed to promote the academic and personal development of all students, while we prepare them to become lifelong learners. The district is dedicated to preparing all students to meet the demands of the New York State curriculum and to earn a Regents diploma, as well as inspiring and encouraging all students to pursue college. Our comprehensive high school, Albany High, enrolls 2,500 students and offers 17 Advanced Placement courses as well as an International Baccalaureate Program.

We are classified as a high-needs urban school district. Seventy-seven percent of our students are children of color, with 59 percent receiving free or reduced lunch.

The school district is in the midst of a major facilities project through which almost every building will be touched in some capacity. By updating buildings designed for another century, the facilities project will create smaller learning communities where students can thrive. This facilities plan will reshape education in Albany by putting an end to inequity among schools and giving every school the resources necessary to support learning and be a source of neighborhood pride.



Take a Look Inside Our Classrooms

Like all public schools, the City School District of Albany is required to meet the New York State curriculum for students at all grade levels. But because ours is a larger district, we can also offer specialized programs to meet the wide needs of our diverse learners. Our PreK-12 program is designed to promote the academic and personal development of all of our students, and to prepare them to become lifelong learners.

Music and the arts

An effective elementary music program not only contributes to the education and personal enrichment of the whole child, but also adds to the intellectual, multicultural, and social environment of the entire school. We believe that music is an aesthetic and global experience that every child has a right to learn and enjoy. That's why our music program offers a wide variety of experiences for learners of all ages. Our students sing, play instruments, listen to and read music, and participate in expressive movement. We have created a sequential art education program that ensures students develop a strong foundation in two- and three-dimensional art, using the elements of art and the principles of design as a basis for understanding.

Mathematics

We incorporate the nationally recognized Math Trailblazers K-5 material and Connected Mathematics 6-8 material to align our K-12 math curriculum with the New York State standards. Math Trailblazers is based on the beliefs that the organized investigation of everyday situations is an ideal setting for learning math; that all students deserve a richer and more challenging curriculum; and that a balanced and practical approach to math learning is what students need. A fundamental principle of Math Trailblazers is that math is best learned through active involvement in solving real problems.

Accelerated Learning Opportunities

The City School District of Albany's high school and middle schools offer students a variety of advanced placement, honors and accelerated courses, including accelerated Chinese, advanced accounting, advanced studios in pottery, sculpture and photography, and advanced orchestra, to name a few. Albany High School offers more AP courses than any other school in the Capital Region, including AP English, European History, American History, United States Government & Politics, Economics, Math 12, Math 12-2, Statistics, Biology, Chemistry, Physics, French, Spanish and Music Theory.

Athletics

The City School District of Albany's interscholastic program offers students an opportunity for athletic competition in grades 7-12. The district is a member of the Big Ten Athletic Conference, which operates in Section II of the NYSPHSAA. The district is also a member of the Tri-County Indoor Track League, Adirondack Swim League for men, Aqua Swim League for women, and the Greater Capital District Bowling League for women. The district offers 13 female sports activities at 27 different levels of competition, and 13 male sports activities at 26 different levels of competition. Each year, more than 1,000 students participate in the district's program, which is led by certified athletic coaches.



Albany: A Capital city in the heart of Tech Valley

Modern-day Albany can trace its roots to explorer Henry Hudson who discovered the region in 1609 while seeking a shorter route to the Far East. By 1624, Dutch merchants settled here to bring furs from the north and ship them to Europe. Albany still serves under its original charter, which dates back to July 22, 1686. In 1797, it became the Capital of the State of New York.

Today, the City of Albany remains the heart of the Capital District, which is rapidly becoming the new Tech Valley — thanks to an economic development initiative that promises to transform the region while opening up new opportunities for partnerships with our schools.

The area abounds with a wide variety of educational, cultural, recreational, and social opportunities. Albany has affordable housing, fine restaurants, diverse neighborhoods, theaters, music, and shopping. Whether it's apple picking in an Altamont orchard, skiing or hiking in the Adirondacks, swimming in Lake George, or visiting the annual Tulip Festival in Washington Park, the Albany area offers something to complement every season.

Geographically, Albany is uniquely positioned: The Hudson River valley and the New York City metropolitan area lie to the south; the Finger Lakes region and the cities of Syracuse, Rochester, and Buffalo are to the west; the Adirondack Mountains, Saratoga Springs, and Montreal are to the north; and Vermont, the Berkshires, and Boston are to the east. All of these destinations — which provide a vast array of leisure and recreation opportunities to pique the interests of any individual — are well within a comfortable driving distance. For those who prefer to ride or fly, the Rensselaer Amtrak station and Albany International Airport are conveniently located close by.

The Capital Region also is rich in higher education resources, including:

- The University at Albany;
- The College of Saint Rose;
- Albany Medical College;
- Albany Law School;
- Siena College;
- Russell Sage College;
- Rensselaer Polytechnic Institute (RPI);
- Union College;
- Skidmore College; and
- Several community colleges.

To learn more about what Albany has to offer, please log on to www.albanyschools.org or www.albanyny.org.



Specialized Programs Meet A Broad Range of Needs

Magnet Schools

Our magnet program includes three elementary schools and two sections of sixth grade at one middle school:

- The Albany School of Humanities, established in September 1990;
- The Thomas O'Brien Academy of Science and Technology, established in September 1990;
- The Montessori Magnet School, established in September 1993; and
- A sixth-grade magnet program at Philip Livingston Magnet Academy, established in September 1994.

Students are selected for admission through a random lottery each spring. Once students are enrolled in Albany magnet schools, they can remain in their school each year. They do not have to go through the lottery process each year.

Dual Language Program

The Dual Language Program, currently located at Eagle Point Elementary School, will move to the new School 18 in January 2007. This program serves English-speaking students who want to learn Spanish, as well as Spanish-speaking students who are learning English. Instructional time is divided between learning in Spanish and learning in English.

Classes are integrated to promote cultural and linguistic exchanges among the students. Students learn the languages through content area instruction using grade-appropriate curriculum.

The program is led by bilingual professionals, many of whom are from Columbia, Puerto Rico, Dominican Republic, Peru, and the United States. The program staff include bilingual classroom teachers, a bilingual school psychologist, a bilingual speech therapist, an English as a Second Language teacher and a Spanish as a Second Language teacher. Because of their backgrounds, teachers can share their cultural heritages with students, helping them achieve a multicultural awareness.

Senior Career Exploration

This program allows high school seniors to leave the classroom and get an insider's look at a variety of career options, including nanotechnology, communication and performing arts, finance, health careers, engineering, criminal justice/law, and education. Through these directed courses of study, students gain solid credentials to include on college applications.

International Baccalaureate Programme

Established in the 1960s, the IBO program was originally created for globally mobile students who wanted a high-quality education no matter where they lived. No longer catering just to a small, elite group of students, this program for high school juniors and seniors is now an internationally recognized symbol of academic excellence. Courses are focused into six content areas, including English, an additional language, social sciences, experimental sciences, mathematics, and the arts, along with other requirements. Studies show that students who participate in the IBO program develop leadership skills and are better prepared for the academic challenges of college.



Albany Recruits New and Veteran Teachers

The City School District of Albany offers a solid career path for teachers dedicated to working in the field of education. With active mentoring and thorough staff development programs in place, new teachers will find the support they need to hone their skills from the beginning. Veteran teachers will also find opportunities to advance their skills and take on new challenges.

More detailed information about our Mentor Program for Teachers is included in this packet.

Our salary schedule is competitive, with entry-level teachers earning more than \$42,000 a year in 2005-06. After 30 years teaching in the school district, educators today are earning more than \$82,000 a year.

Career Steps in Education at the City School District of Albany

SUBSTITUTE TEACHER

- Job Position: Option to work in a single school, every day
- Minimum Qualification: Bachelor's degree (certification preferred)
- 2005-06 Salary: \$75-80 per day

TEACHER

- Job Position: Teachers all subjects, PreK-12
- Minimum Qualification: New York State teacher certification
- 2005-06 Salary: Starts at \$42,132 with a bachelor's degree

ADMINISTRATOR

- Job Position: School-level and district-level
- Minimum Qualification: New York State SAS or SDA certification
- 2005-06 Salary: Starts at \$71,915



Mentoring: Our New Teachers Learn from Experience

We believe that student achievement, instructional practice, professional performance, and teacher retention are greatly enhanced through our Mentor Program for Teachers. Under this cooperative arrangement between peers, new teachers are provided ongoing assistance and support by one or more skilled, experienced educators. New teachers receive:

- Newsletters containing timely articles, links for Web sites and other resources; and
- Informational meetings geared to address the needs of new teachers.

All new teachers with Initial Certification are teamed up with mentor teachers to help ease the transition and provide professional development opportunities and critical support. This relationship is designed to be mutually beneficial. As part of the program, mentors spend a half-day with new teachers in their classroom, and incoming teachers also spend a half-day with their mentor in their classrooms. Conversations between the mentor and new teacher remain confidential, professional, considerate and courteous to maintain the self-esteem, motivation, and positive attitude of the beginning new teacher.

Goals of the Mentor Program for Teachers Include:

- Helping to ease the transition of new colleagues to the district while promoting the personal and professional well-being of each new teacher;
- Fostering a collaborative professional community of administrators, teachers, and support staff with a shared sense of responsibility for improving student achievement;
- Training and supporting a cadre of learning-center mentors skilled at peer coaching, instructional design and classroom management;
- Providing an opportunity for teacher educational leadership and renewal through the mentoring process;
- Improving professional practice based upon the research-based and validated Danielson's "Frameworks for Teaching";
- Fostering regular and consistent use of reflective practice for instructional improvement;
- Recognizing the importance of ongoing professional learning in striving for educational excellence; and
- Retaining highly-qualified teachers



How to Apply for a Teaching Position

Application Process

To obtain an employment application, contact us via e-mail at humanresources@albany.k12.ny.us or call the Human Resources Office at (518) 475-6057.

Complete the application and return it with the requested documents to: City School District of Albany, Office of Human Resources, Academy Park, Albany, NY 12207.

The following documents must be included with your application in order for your application to be processed:

- A copy of your New York State Teacher Certification or letter of qualification from your college
- Credential file/letters of recommendation
- Official transcripts
- Recent resume
- Tenure letter (if applicable)

Once all materials are on file, they will be evaluated in light of any appropriate existing vacancy. Should an appropriate position not be available, your application will be kept in our active file for a period of one year.

Fingerprinting Policy

In effect since July 1, 2001, new employees are subject to fingerprint-supported criminal history background checks in accordance with New York State SAVE Legislation. Non-teaching substitute employees also are required to undergo a background check.