



# Lighthouse Academies®

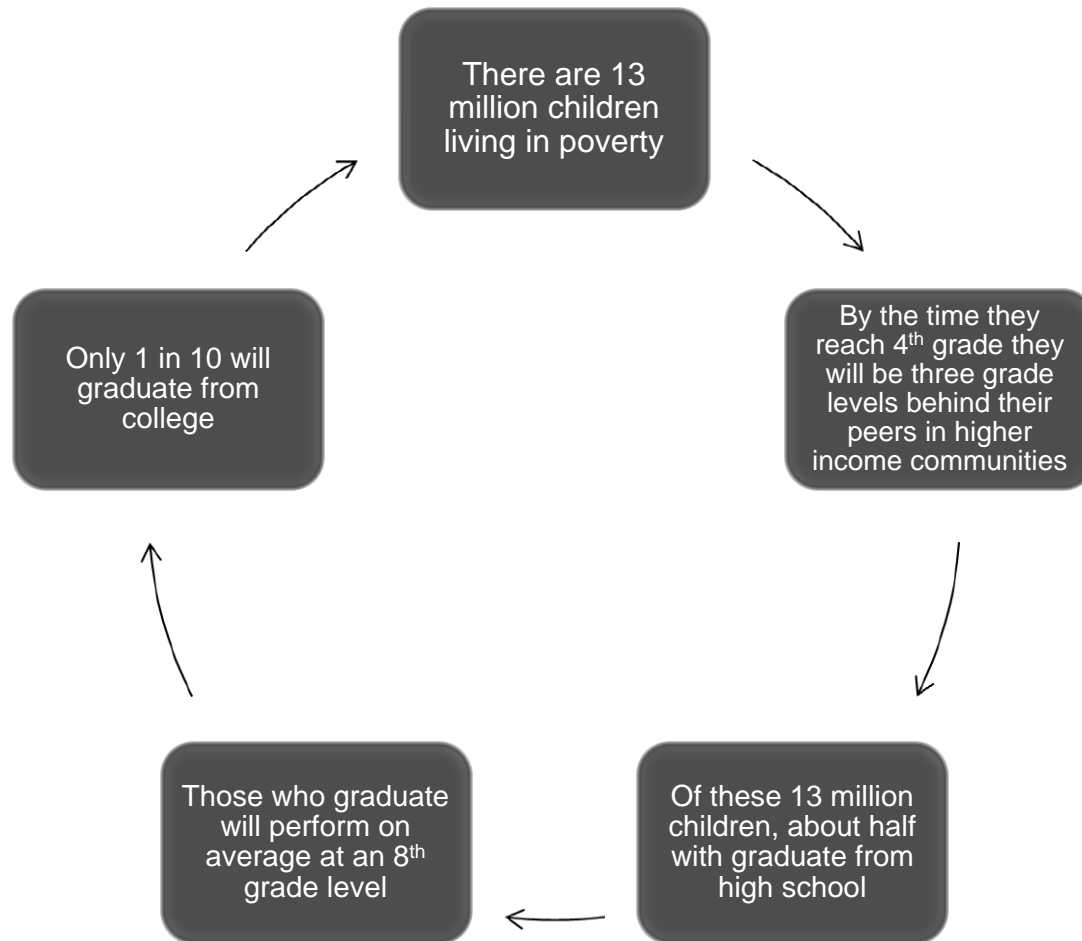
We prepare our students for college through a rigorous arts-infused program.

# Agenda

- An overview of our program and model
- What makes Lighthouse Academies unique
- Qualities we look for in potential staff members
- Opportunities for the 2011-2012 school year
- The Lighthouse Academies selection process
- Q & A with Lighthouse Academies staff

# Lighthouse Academies®

## Why does Lighthouse Academies exist?



We prepare our students for college through a rigorous arts-infused program.

# Mission and Core Values

## Mission

We prepare our students for college through a rigorous arts-infused program.

## Core Values

Work Hard. Get Smart.  
Graduate from college.

High expectations equal results.

Nothing less than excellence.

Today is the day we make it happen.



We prepare our students for college through a rigorous arts-infused program.

# Lighthouse Academies®

## Vision

All students will be taught by an outstanding teacher in a nurturing environment and will achieve at high levels. Each student will develop the knowledge, skills and values necessary for responsible citizenship and lifelong learning. The impact of our collective efforts will fundamentally change public education.



We prepare our students for college through a rigorous arts-infused program.

# Lighthouse Academies®

## National Impact

We currently operate over 15 schools in the following states:

Arkansas

Illinois

Indiana

New York

Washington, D.C.

Coming soon:

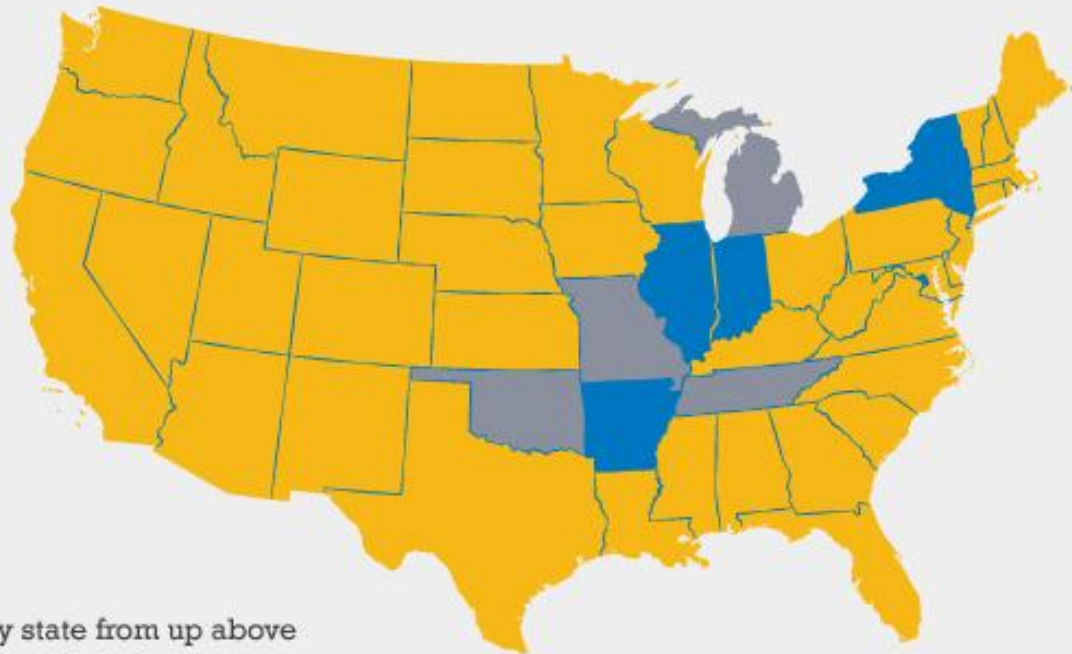
Oklahoma

Missouri

Michigan

Tennessee

To view a specific school, navigate by state from up above or find a school using the search tool on the left.

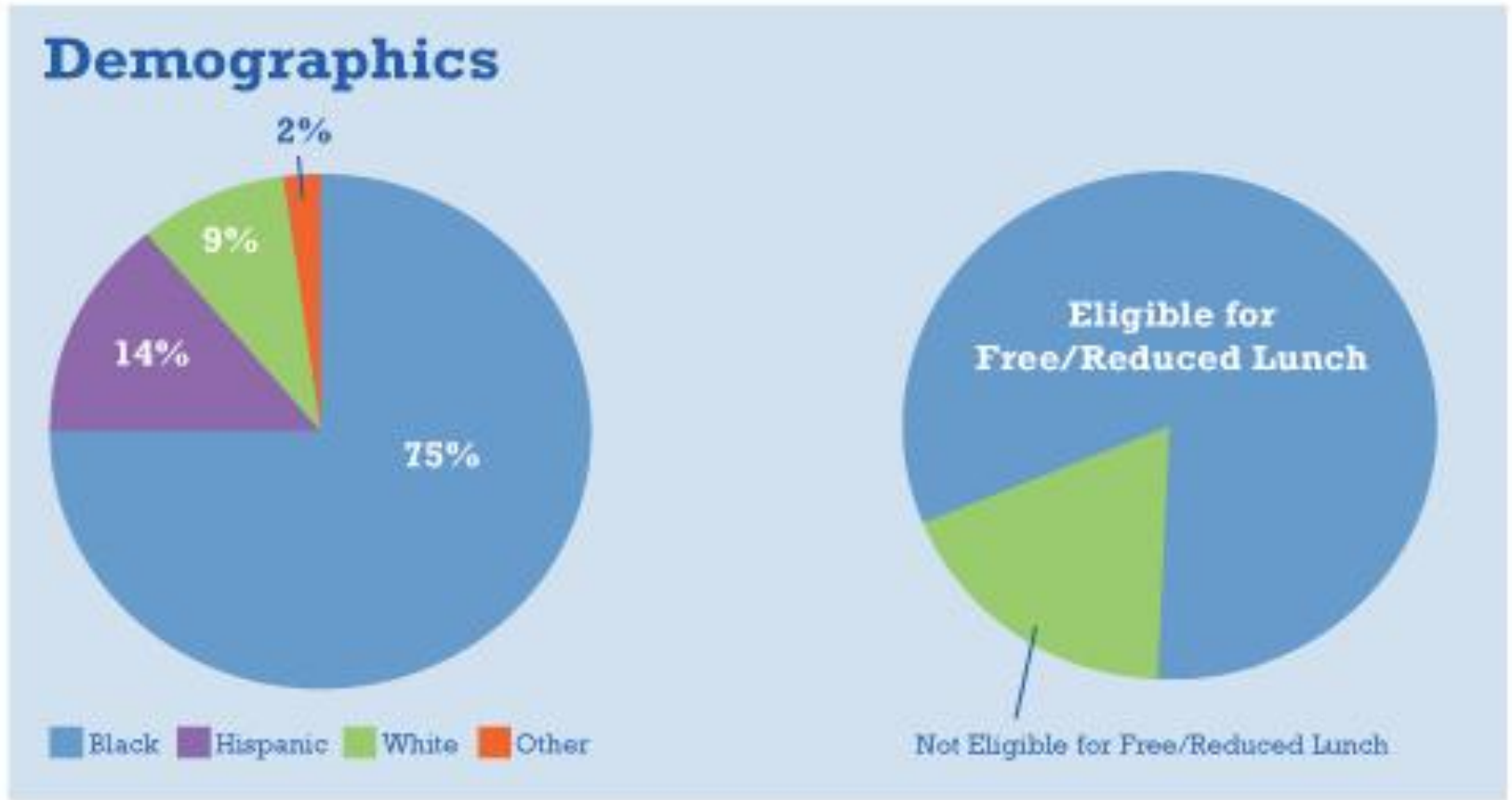


We prepare our students for college through a rigorous arts-infused program.

## National Impact

- Established in 2004 with 1 school in the Bronx with 110 students
- Currently serve 5,300 students in 19 Schools across 5 states and the District of Columbia
- We are committed to serving areas of need – 85% of our students receive free and reduced lunch and 90% of our students are students of color

# Lighthouse Academies®



We prepare our students for college through a rigorous arts-infused program.

## Our Schools

<b>Location</b>	<b>School</b>	<b>Founded</b>	<b>Grades in 2011</b>
Bronx, NY	Bronx Lighthouse Charter School	Fall 2004	K-9
Bronx, NY	Metropolitan Lighthouse Charter School	Fall 2010	K-3
Washington, D.C.	Potomac Lighthouse Charter School	Fall 2005	PK-6
Chicago, IL	Bronzeville Lighthouse Charter School	Fall 2006	K-8
Jacksonville, AR	Jacksonville Lighthouse Charter School	Fall 2009	K-8
Jacksonville, AR	Jacksonville Lighthouse – Flightline Campus	Fall 2011	6-8
Pine Bluff, AR	Pine Bluff Lighthouse Charter School	Fall 2011	K-4

We prepare our students for college through a rigorous arts-infused program.

# Lighthouse Academies®

<b>Location</b>	<b>School</b>	<b>Founded</b>	<b>Grades in 2011</b>
Indianapolis, IN	Indianapolis Lighthouse Charter School	Fall 2005	PK-8
Indianapolis, IN	Indianapolis Lighthouse College Prep Academy	Fall 2009	9-11
Indianapolis, IN	Monument Lighthouse Charter School	Fall 2007	K-8
Indianapolis, IN	Monument Lighthouse College Prep Academy	Fall 2011	9th
Gary, IN	Gary Lighthouse Charter School	Fall 2005	K-8
Gary, IN	Gary Lighthouse College Prep Academy	Fall 2009	9-10
Gary, IN	West Gary Lighthouse Charter School	Fall 2006	K-8
Gary, IN	West Gary College Prep Academy	Fall 2010	9-10
East Chicago, IN	East Chicago Lighthouse Charter School	Fall 2006	K-8
East Chicago, IN	East Chicago Lighthouse College Prep Academy	Fall 2011	9th

We prepare our students for college through a rigorous arts-infused program.

## Our Growth

- Expand current regions by adding grade levels and College Prep Academies
- Open schools in new regions in Fall 2012:
  - North Point Lighthouse Charter School in Milwaukee, WI
  - St. Louis Lighthouse Charter School in St. Louis, MO
  - North Tulsa Lighthouse Charter School in Tulsa, OK



By 2013, we will expand to serve **6,300 students**.

We prepare our students for college through a rigorous arts-infused program.

## National Achievements

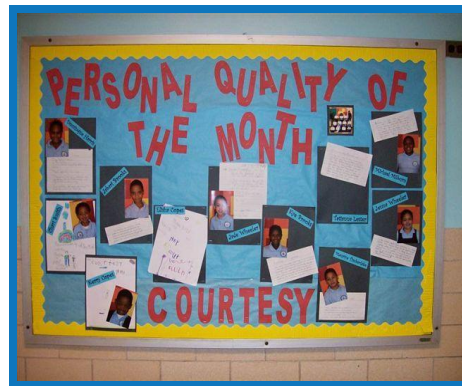
- In 10-11 overall network growth was 143% in reading and 125% in mathematics as measured by NWEA
- Bronx, Bronzeville, Indianapolis and Monument Lighthouse Academies earned “A” ratings under state performance measures
- Majority of schools outperformed local districts in reading and math based on proficiency rates on state assessment results
- 95% of parents would recommend school to another family

# Lighthouse Academies®

## What Makes Lighthouse Academies Different?

We prepare students for success in college by:

- Implementing rigorous academics and data-driven instruction
- Developing social and decision-making skills
- Implementing an arts infusion program



We prepare our students for college through a rigorous arts-infused program.

## What Makes Lighthouse Academies Different?

- **K – 12 Model:**  
Commitment to students and families until they are accepted to college
- **Looping Model:**  
Teachers stay with students for two years to increase academic growth
- **Self-Sustaining Model:**  
Schools operate on the same per pupil dollars as other public schools

## Arts Infusion

- A better way to engage students
- A better way to teach the research-based curriculum
- A better way to assess work



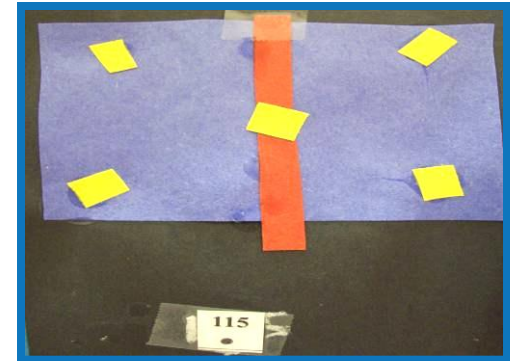
**Arts-Infused Reading**

Students act out decodable books.



**Arts-Infused History**

Students paint portraits of King Tut.



**Arts-Infused Math**

Students create place value collages.

We prepare our students for college through a rigorous arts-infused program.

## Arts Infusion



We prepare our students for college through a rigorous arts-infused program.

# Lighthouse Academies®

## Education Model

### **College Focus**

We make college real and attainable for all of our scholars.

### **Standards-Driven, Rigorous Research-Based Program**

Our model is anchored in grade level mastery objectives and state standards which define what the students should know and be able to do at each grade level.



We prepare our students for college through a rigorous arts-infused program.

## Education Model



### **More Time on Instruction**

We have a longer school day and year: 8 hour day and 190 instructional days/year.

### **Assessment to Drive Instruction**

We use assessments to determine individual student needs, measure progress, and build a culture of achievement.

## Education Model



### **Social Curriculum and SHINE**

We believe the social curriculum is as important as the academic curriculum. We implement our SHINE Character Education Program: Self-Discipline, Humility, Intelligence, Nobility and Excellence. We utilize the Responsive Classroom and Developmental Design for Middle School models.

We prepare our students for college through a rigorous arts-infused program.

## Why join Lighthouse Academies?

- National network of small schools with mission-driven teams
- Focus on locations with the greatest need, representing the greatest challenge and greatest opportunity for transformation
- Unique arts-infused approach engages students in a more impactful way and encourages creativity of thought
- Emphasis on broader personal development – we prepare students to adapt and thrive in the face of life challenges
- Competitive Benefits and Performance Bonuses

We prepare our students for college through a rigorous arts-infused program.

# Teacher Development

- National Network Summit
- 20 days of High Quality Professional Development
- Weekly Grade Level Meetings
- Individualized Coaching with DOI
- Individualized Professional Development Plan
- Opportunities for School Leadership & Career Advancement



# Leader Development

LHA Induction Program

National Network Summit

Network Leaders Conferences

Individualized Coaching

Partnerships:

- Observing and Analyzing Teacher (Research for Better Teaching)
- Responsive Classroom and Developmental Designs for Middle School Students (Origins)



## Teacher Testimonials

“As a teacher it has been my mission to prepare students for college and the world beyond. It has been difficult finding a school where I share the same values and mission. Lighthouse Academies was everything I was looking for in a school: college prep with rigorous tasks, and the arts! I fell in love right away.”

“I joined Lighthouse Academies because I was immediately drawn to its focus on educating children and empowering them by letting them know that they can reach the goal of graduating from college by setting high expectations and working hard.”



# Leader Testimonials

“I joined LHA to make a difference in the lives of at-risk children from low-income communities. I was drawn to the arts-infused mission statement. I believe that we can use the arts as a lever to engage students, and provide them with the cultural capital that they will need to be successful in college.”



“I joined Lighthouse Academies because its holistic approach to teaching and nurturing the whole child appeals to me. I love the college preparation AND success aspect of the mission combined with the arts infusion; data-driven, rigorous instruction; and social curriculum. Lighthouse Academies offers a ‘whole package’ model to education!”

We prepare our students for college through a rigorous arts-infused program.

## Who is the ideal candidate?

- Committed to improving students' lives in under-served communities
- Focused on results and data-driven decision making
- Skilled at building relationships and investing others
- Collaborative and innovative
- Master teachers and visionary school leaders

## Teaching Positions

### **Lower Academy Teachers (Grades K-4)**

- Teachers work collaboratively in grade level teams to plan and develop curriculum with support from the Director of Instruction.

### **Upper Academy Teachers (Grades 5-8)**

- Classes become departmentalized to ensure and increase students' depth of knowledge. Teachers are supported by the Director of Instruction.

### **College Prep Academy Teachers (Grades 9-11)**

- Students are prepared for the rigors of college in a small school setting. Each student is given personalized attention with an advisor for all four years and guidance from the Director of College Transitions.

### **Special Education and Specialist Positions**

- Schools are seeking teachers for Visual Arts, Spanish, Music, and Physical Education. Some schools are also seeking Special Education teachers to work in an inclusion setting.

*Full position descriptions are on our website and updated often*

We prepare our students for college through a rigorous arts-infused program.

## School Leadership Positions

### **Teacher Leader Fellow**

- Masterful teacher in training to become an instructional leader at LHA

### **Director of School Culture (K-8)**

- Creates and enhances culture of achievement and respect, member of school leadership team

### **Director of College Transitions (9-12)**

- Creates and enhances a college focused culture of achievement and respect. responsible for developing, coordinating and implementing all aspects of the college search, admissions and alumni support processes.

### **Director of Instruction (K-4 or 5-8)**

- Instructional leader and coach of teaching and learning, member of school leadership team

### **Principal (K-8 or 9-12)**

- Instructional, strategic, and operational leader

## LHA Selection Process

- 1) Application Review
- 2) First Phone Screen
- 3) Second Phone Screen
- 4) Personal Interview Day
  - Arts Infused Model Lesson
  - Data Project
  - School Walk-Thru
  - Team Interview
  - Writing Sample/Role Play (teacher)
  - Teacher Observation & Feedback (leader)
- 5) Board and School Team Interview (leader)

### 10-11 LHA Selection Data:

1,228 applications for  
26 leadership positions  
2% Hired

9,156 applications for  
140 teacher positions  
1.5% Hired

# Lighthouse Academies®

To view all open positions and to apply, visit our website at  
at [www.lighthouse-academies.org](http://www.lighthouse-academies.org)  
and click on



Search for open positions by location or title,  
then click “Apply to this Job.”

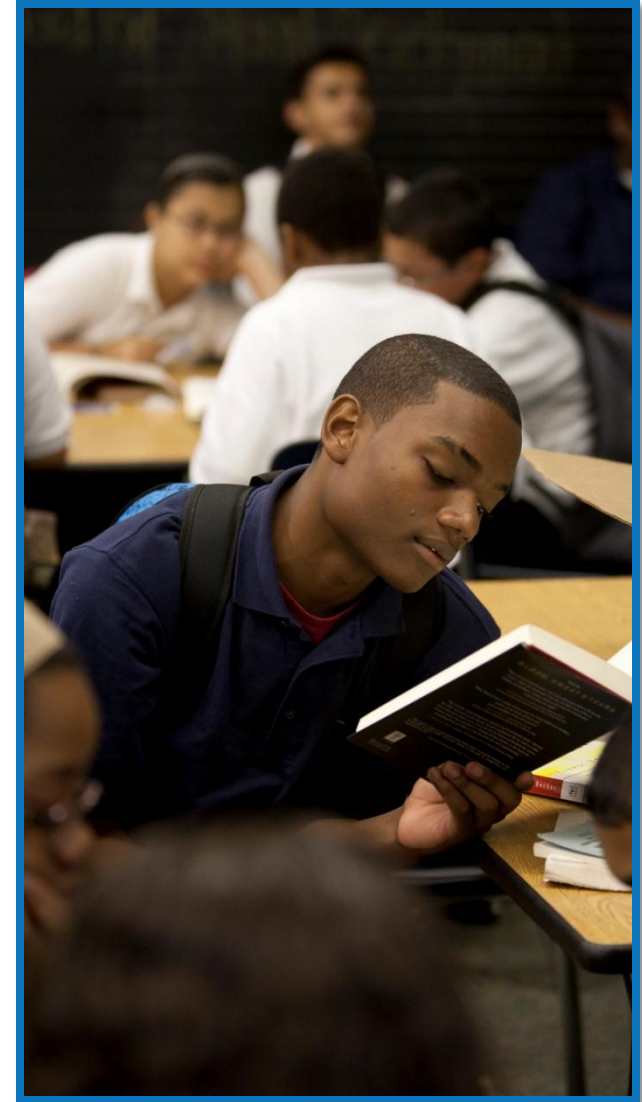
Apply to multiple positions separately –  
your information will be saved in the system

# Lighthouse Academies®

We provide opportunities for children to discover, achieve, and prepare for success in college, incorporating an arts-infused philosophy.

We develop children's critical decision-making skills to prepare them for success in life.

We work relentlessly to achieve these outcomes through a self-sustaining model to transform children's futures.



We prepare our students for college through a rigorous arts-infused program.

# Lighthouse Academies®



We need people who are fearless, driven, and forward thinking.

We need people who share our passion for creativity and innovation.

If you share our vision, join us.

We prepare our students for college through a rigorous arts-infused program.

Lighthouse Academies®

# Questions and Answers



We prepare our students for college through a rigorous arts-infused program.



# Lighthouse Academies®

We prepare our students for college through a rigorous arts-infused program.