

Vibrant Teaching Communities

photography... Lauren Hinrich



Montour and McKeesport staff members encourage each other at an EPIC celebration and team building event.

Propel Schools' Promising Principles: Sustaining Vibrant Teaching Communities

...inspired teachers collaborate, share and innovate together.

Propel Schools are extraordinary places for educators to work. We are an organization of learners who are appreciated and inspired by our colleagues in an environment that both expects and supports continuous professional learning and growth. We understand that creating and sustaining fluid, responsive teaching methods takes time and we are willing to share best practices and learn from each other's experience. Always striving to hone our craft and provide the very best for our students, teams of dedicated teachers reflect and plan together in a quest to find the specific methods for reaching every student. Fulfilling our mission of providing quality choice in public education takes qualified educators who are willing and able to adapt to the unique culture in each of our schools.

We begin with a rigorous, multi-tiered recruitment and hiring process where candidates undergo a series of interviews,

observations, demonstrations, data assessment and group activity. This comprehensive process allows for Propel administration to assess a candidate on multiple levels, while also providing opportunity for candidates to assess the degree to which they feel Propel is an appropriate match to their own teaching style and pedagogy. Veteran Propel teachers aid new staff in acclimating to Propel's beliefs and instructional practices through strong Induction and Mentoring programs, building a foundation for the growth of new faculty. Collaborative and systemic teacher development is an ongoing process, with thirty days of formal professional development built into each school year, and informal development occurring through daily interaction and collaborative planning. Teachers have an active voice in shaping their professional development plan, which is personalized to the specific needs of each staff member. Multiple Professional Learning Communities are active in every school, allowing

PROMISING PRINCIPLE 5: Vibrant Teaching Communities

POWERFUL PRACTICES:

- 5.1 Rigorous recruitment and hiring process
- 5.2 New staff induction and mentoring
- 5.3 Collaborative, systemic Professional Development
- 5.4 Collaboration and sharing of best practices

teachers to further take ownership of their own growth.

Emphasizing collaboration builds trusting relationships among colleagues and Propel administrators, who in turn allow for autonomy among teachers who are driven to innovate and reflect upon their own instructional efficacy. Teachers are encouraged and supported to share their work both digitally and through other professional development experiences. Synergistic strengthening of best practice is a natural result of this inspired process.



**INSPIRING
ACHIEVEMENT**

Vibrant Teaching Communities supported by a Culture of Dignity:

In a collaborative teaching environment, we understand the tremendous growth that occurs when multiple perspectives are embraced, shared, and all voices are valued. Our strong, trusting relationships allow us to recognize and celebrate the best in each other.