2024-2025 Match Associate Teacher
at Match Charter Public School (View all jobs)
Multiple Locations

Match Charter Public School is a free, high-performing charter public school in Boston. We are a PreK-12 school serving 1,250 students. Our mission is to prepare students for success in college and careers in order to achieve economic security and mobility. Students gain acceptance to our schools via an annual blind public lottery open to all Boston residents.

Our families bring amazing racial and cultural diversity to the school community - they represent over 20 different countries of origin with over 20 different languages spoken at home. 94% of our students are people of color. Our students bring a diversity of needs to our school, and we are prepared to serve them. 21% of our students qualify for special education services; 18% of our student body are English Language Learners.

Match’s core values are Equity, Freedom, Teamwork, Innovation, and Accountability. We are working to reframe our organizational processes and policies to be truly anti-racist. At Match, we believe that three aspects of our work and organization - a staff that is diverse by race and other factors, a professional environment that is inclusive of all perspectives, and a curriculum in our PreK-12 school that is culturally competent - are vital to our goals and mission. See our full statement on diversity here.

A large body of evidence shows that our students learn and develop more when they are taught and mentored by a diverse staff. The Match Associate Teacher (*MAT) Program is designed to quickly and effectively launch the teaching careers of aspiring teachers, especially those with key points of identity intersection with Match’s students.

The MAT program is built on the the foundational beliefs that:

1. **Great teachers are developed, not born:** Through constant feedback, coaching, and practice, MATs become unusually effective first-year lead teachers upon completion of the MAT program.
2. **Associate Teachers learn and develop best when their day-to-day workload is manageable:** The MAT program is designed to provide MATs with the training/practice they need without burning anyone out.
3. **Teachers in training should be compensated competitively, and transparent pay trajectories** allow teachers to plan their careers, and their lives:
   1. Match’s current MAT Compensation trajectory (with a possibility for increase in future years), which may be supplemented by taking on additional school opportunities such as coaching sports, joining committees etc., is as follows:
      1. Year 1 (Associate Teacher): Base of $45,900
      2. Year 2 (Lead Teacher Year 1): Base of $61,200, plus $5,000 retention bonus for MATs hired as lead teachers at Match
      3. Year 3 (Lead Teacher Year 2): $64,260, plus $2,000 longevity bonus for MATs
      4. Year 6 (Lead Teacher Year 5): $82,620
5. Year 10 (Lead Teacher Year 9): $104,040

4. Licensure & Certification
   - The MAT Program positions participants to obtain provisional licensure in Massachusetts by:
     - Requiring all Associate Teachers to obtain their SEI endorsement through participation in a Match organized SEI course that is taught by a DESE approved course provider.
     - Providing guidance and information on completing certification requirements in Massachusetts

What is the MAT experience?

Match Associate Teachers ("MATs") are placed on grade-level (K-5) or subject level (6-12), or Special Education teams, at Match Public Charter School for an intensive year-long apprenticeship. Throughout the year, our Associate Teachers are coached and mentored by expert teachers and leaders at Match and slowly assume more classroom responsibilities. MATs receive highly practical, hands-on training in effectively designing and implementing rigorous instruction, and in building classroom cultures consistent with achievement, purposefulness and joy. Through relentless feedback, coaching and classroom experience, MATs improve their teaching and planning expertise with the goal of becoming unusually effective rookie lead teachers at Match the following school year. This role is based at either Match Community Day School (100 Poydras St.), Match Middle School (at 215 Forest Hills St.) or Match High School (1001 Commonwealth Ave.) in Boston, MA.

HOW IT WORKS

Year 1 (MAT Year):

- The MAT year runs from August 1- July 31.
- **Match Associate Teachers** (MATs) spend full days in the nationally acclaimed Match Charter Public School, which serves students in grades pre-K-12 in Boston.
- MATs spend time daily in classrooms where they observe, assist, and ultimately assume student teaching responsibilities.
- Throughout the year, MATs attend wrap-around training and support through professional development designed specifically for their cohort of roughly 15 MATs from across Match, as well as professional development with their campus based colleagues.
- The MAT’s dedicated mentor teacher and school leaders provide frequent personalized feedback to MATs as they ramp up in their teaching responsibilities.
- At the end of the apprenticeship year at Match, successful MATs, who have completed the required certification requirement will get the Massachusetts "Provisional" License, and are highly prioritized for open positions for the following school year.
- To complete their training year, MATs teach Summer Academy at Match. This serves as the final segment of their apprenticeship as well as a transition from the MAT year into the first year of their lead teacher role.
Year 2 (Lead Teaching Year 1):

- MATs who successfully complete the program transition into their first year in a lead teacher role and continue to get coaching support from their supervisors

**DUTIES & RESPONSIBILITIES**

Responsibilities of a Match Associate Teacher gradually increase and include (but are not limited to):

*Serve as a teaching assistant in the classroom.*

- Observe and provide in-class support to a host teacher.
- Actively receive and implement coaching from Match staff.
- Teach in a host teacher’s classroom with a gradual increase in teaching responsibilities as the school year progresses.
- Support the host teachers with grading, material development, family communication, etc.

*Provide coverage and support for the school.*

- Support school-wide duties (breakfast, lunch, dismissal, etc.) as needed.
- Lead after-school activities, as needed.
- Provide coverage for classrooms, as needed

**QUALIFICATIONS**

- A Bachelor’s degree required;
- A demonstrated commitment to improving education outcomes for the communities that Match serves;
- An unwavering commitment to and belief in the mission of Match Education, including Match’s values and educational model;
- Dedication to constantly improving;
- An ability to thrive in a fast-paced environment;
- Eagerness to receiving feedback on teaching practice;
- Strong communication and writing skills;
- Relentless work ethic.

**APPLICATION PROCESS**

Applications are accepted on a rolling basis, and positions are filled on a first-come, first-served basis. The earlier candidates apply, the more likely they are to secure a position at Match in their ideal grade range and/or subject area.

**APPLY HERE:** https://www.matcheducation.org/join/school?gh_jid=4147226007

**ABOUT MATCH EDUCATION**
Match Education (www.matcheducation.org) is the shared brand name of The Match Charter Public School, and The Match School Foundation, Inc.

Match Education is an engine of discovery and applied innovation in education. We operate a high-performing urban public charter school in Boston. Out of this applied work, we refine, validate empirically, and eventually disseminate new ideas and practices on core questions in education reform.

_The Match Foundation, Inc., and Match Charter Public School prohibit discrimination on the basis of race, color, sex, gender identity, sexual orientation, age, national origin, physical or mental disability, religion, veteran status, and any other class of individuals protected from discrimination under state or federal law in any aspect of the access to, admission, or treatment of students in its programs and activities, or in employment and application for employment._