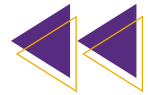
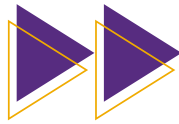




Gateway  
PUBLIC SCHOOLS

# TEACHING AT GATEWAY



If you're ready to join a community of education professionals who are deeply committed to supporting all learners and transforming educational outcomes, Gateway may be the school for you.

## Just a few reasons to be excited about joining Gateway:

- ✓ **93% teacher retention rate**
- ✓ Average Gateway tenure is 5 years
- ✓ **Highly competitive salaries**
- ✓ Equity centered, inclusive and anti-racist practices
- ✓ Collaborative work environment
- ✓ 25:2 student-to-teacher ratio
- ✓ Student body reflects the diversity of San Francisco
- ✓ **pro-Black, pro-brown and pro-LGBTQIA+**

**CHECK OUT OPEN ROLES**



Gateway's high retention rate means we don't have many openings. That said, we always want to connect with educators and maintain a talent pool throughout the year.

# WORKING AT GATEWAY PUBLIC SCHOOLS

## Work Environment and Competitive Benefits

- ✔ **Competitive salaries + CALSTRS**
- ✔ **Medical, dental, vision**
- ✔ School holidays + 10 sick/personal days
- ✔ Flexible Spending, commuter checks
- ✔ Coaching for new-to-Gateway staff
- ✔ Collaborative planning time for differentiated instruction
- ✔ **Student loan repayment support**
- ✔ **Paid summer planning time**
- ✔ **Classroom stipends**
- ✔ Funding for professional learning
- ✔ Teachers valued as experts
- ✔ Career growth and leadership opportunities

## In-House Induction Program

**Teachers who need to clear their credential participate in our in-house induction program**, receiving extensive on-the-job mentoring and feedback from a veteran colleague, while learning to reflect on their practice, use student data effectively, and leverage their own unique strengths as an educator. Gateway's state-accredited Induction program is designed to deeply embed anti-racism and equity work into all of the practical, everyday skills beginning teachers need to practice and hone.

**This is provided to new Gateway teachers at no cost.**

## Compensation at Gateway

We have an innovative compensation model that reflects our values and increases minimum salaries for teachers. Our goals:

- ✔ Teachers' **expertise and contributions** are recognized compared to the traditional "step-scale" model
- ✔ Teaching is **financially sustainable** in the Bay Area
- ✔ **Competitive offers** based on prior teaching experience and expertise

More information enclosed



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