



WORLD ACADEMY

Hiring Standards for A+ World Academy

A+ World Academy is not a standard work environment and therefore requires hiring teachers and staff that are a good fit for the rigor and uniqueness of the school.

Prior to the Interview:

Prior to being offered an interview, all potential candidates should read and understand the following expectations and rigors of our program.

1. **Non-Standard Work Week** – School is in session every single day while sailing plus during school-sponsored Field Experiences and supervision duty while in port.
2. **Only 10 days off per year** – Even when at port teachers must still supervise students. A rotation schedule of being on-duty, on-call, and off-duty will be created mutually among the teachers. The only days that are completely off are the 10 vacation days per year. These days can be taken one-at-a-time at various ports or can be used consecutively, but at the expense of the teacher if leaving one port and returning at a different port.
3. **Shared Living Quarters** – Teachers are allowed to bring one 70-litre bag plus one backpack of their clothes and personal items and will share a small cabin with another teacher of the same gender. Clothes are washed once per week and showers are taken every-other-day.
4. **Constant Supervision** – Teachers are expected to be monitoring and supervising students at all waking hours (7:00 – 22:00) plus work a watch system and participate in 30 minutes of ship cleaning and maintenance each day.
5. **Conflict Resolution** – Teachers must be able to resolve conflict with fellow staff members, mariners, and students in a positive, mature, collegiate manner. All staff will experience exhaustion, lack of privacy, lack of alone-time, and rough sailing conditions. One's attitude determines how these difficulties are managed and open, honest communication is required in order to resolve any conflicts that arrive.
6. **Lesson Planning & Integrity** – Teachers are expected to turn in accurate, authentic, lesson plans that are aligned to the school's curriculum and standards. All AP course lesson plans must align to the AP standards. Teaching with integrity also requires that teachers are using PreTests, formative assessments, and providing additional supports and remediation in a timely way to ensure student mastery of course content.
7. **Verification of Abilities** – Teachers must submit two letters of recommendation from the direct supervisors of their most recent schools, contact information from the three most recent jobs, their teaching license/certificate, and create 2 lesson plans using the A+ World Academy Lesson Plan Template.



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Post-Hire Procedures

1. **Background Check** - After a conditional job offer, A+ World Academy will conduct a background check using Global Backgrounds, Inc. Candidates must sign a form to authorize the background check, which includes but not limited to, a social security trace and address history, criminal records search, and a national criminal and sex offender registry database search.
2. **Child Protection Training** – During the 3-week induction training, candidates will complete their Child Protection Certification through a 3rd party vendor as well as complete CPR & First Responder training.
3. **Emotional Support & Crisis Intervention training** – During the 3-week induction training, candidates will be trained on how to appropriately respond to students with emotional concerns, how to identify signs of depression, self-harm, and bullying as well as crisis intervention techniques for such situations.
4. **Documentation** – Once offered a position, candidates must provide the following documentation:
 - a. Home address and nearest major airport
 - b. Mobile number (WhatsApp or cell)
 - c. Date of Birth & Social Security Number
 - d. Next of kin information
 - e. All required visas, according to candidate's nationality
 - f. Vaccination records (Yellow Fever is required, others recommended)
 - g. Full medical history (including mental history and any previous surgeries)
 - h. List of allergies (food and otherwise) and any eating restrictions
 - i. Doctor's confirmation that candidate is physically fit for ship life
 - j. Photocopy of all prescriptions
 - k. Scanned copy of passport information page
 - l. Criminal background check & Child abuse training certification
 - m. Short biography to post on website
 - n. Signed terms & conditions
 - o. Signed contract
 - p. Bank information for international wire transfer (Swift code & IBAN)
 - q. Any other documents required prior to boarding the ship



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Hiring Needs

Preps Needed:

Maths (4 preps): Integrated Math, Algebra II, PreCalculus, AP Calculus
Science (4 preps): AP Biology, AP Chemistry, AP Physics, AP Environmental Science
Language Arts (4 preps): Academic ESL, English 11, English 12, AP English
Social Studies (4 preps): Honors World History, AP Comparative Gov., AP Human Geo, AP Psych.
World Languages (Spanish): Spanish I & II, AP Spanish
AP Capstone (2 preps): Seminar & Academic Writing/SAT Prep
Dean (S³)
Medic

Bunks Available:

2 The Palace (shared with Medic)
2-3 Taj Mahal
2 Shared Cabin
1 Single Cabin
1 Dean Cabin

A+ World Academy has identified that the selection pool from TIE and JoyJobs has not met the standards desired in quality of teaching candidates. Therefore, for the hiring of staff of 2019-2020, A+ World Academy will use Search Associates and each candidate will be interviewed by the Assistant Head of School first then by the Head of School for those selected.