



# Perfect Attendance.

**As an independent school teacher,  
you'll never want to miss a day.**

Job satisfaction is hard to come by. But as a teacher at an independent school, you'll find that coming to work each day is something you'll look forward to. At an independent school, teachers have the flexibility and autonomy to create significant learning experiences for their students. Teachers say this independence makes a difference in the quality of their work and professional lives. Interested in learning more?

America's  
Independent  
Schools

*learning  
leading  
achieving*



# What are independent schools?

There are approximately 2,000 independent schools across the United States.

As part of the private school community, these schools provide more than 700,000 students from pre-kindergarten through high school with a unique and high quality education.

Independent schools are “independent” because they have distinct missions and are primarily supported by tuition payments, charitable contributions and endowment revenue. They include coeducational and single-sex institutions, as well as boarding and day schools. Each school meets high accreditation standards and is held accountable by its Board of Trustees.

## Why should you teach at an Independent School?

There are many answers to this question, but one common theme. Teaching at an independent school provides you with unparalleled opportunities to make a meaningful impact on a child’s life. There are more than 80,000 professionals teaching at independent schools today. Why? Take a look below to see five reasons why individuals choose to teach at an independent school:

- Students come to school prepared to learn
- Close-knit school communities actively support achievement
- Teachers have the flexibility and autonomy they need
- Teachers are supported and respected by colleagues and school heads
- Parents are actively engaged

## What about compensation?

Like any job, salaries and benefits vary from school to school, region to region, and by experience and length of service.

Compensation at an independent school often includes:

- Competitive salary and benefits package
- Professional development activities, including travel, graduate work, sabbatical programs, and seminars
- Plus, the one item you can’t put a dollar amount on—personal satisfaction



## Don’t just take our word. See what the recent research says.

According to the U.S. Department of Education study, *The Condition of Education 2002*, 84 percent of teachers at independent schools are satisfied with their teaching jobs and 90 percent plan to continue teaching.

### —Independent school teachers make a difference.

The intimate learning environments at independent schools allow teachers to communicate consistent goals to their students and collaborate more effectively with their colleagues on raising student achievement.

### —Independent school teachers have autonomy and flexibility in their classrooms.

Sixty-eight percent of independent school teachers say they have a lot of influence on establishing curriculum and setting student performance standards in their classrooms. Teachers identify each student’s learning style and design creative learning experiences—making it possible to customize teaching approaches to support student growth and performance.

### —Independent school teachers impact the development of their students.

Independent school teachers are idealistic and passionate about teaching, have expertise in one or more fields of study, and are eager to motivate students to be enthusiastic about learning. Independent school teachers know their students well and play a critical role in helping them develop not only intellectually, but also as responsible, independent, community-oriented individuals.

## Who are today’s independent school teachers?

Independent schools are home to high quality and committed teachers—people who have traveled many paths to become educators. Many have come to independent school teaching directly from college or graduate school, but others are individuals teaching in fields where they previously worked. Some teachers have more than 20 years of teaching experience; others are in their first year. This range of backgrounds brings a healthy balance of new perspectives and classroom-tested experience.

## What do independent schools look for in teacher applicants?

Individual school requirements may vary, but all independent schools look for diverse candidates with expertise in a particular subject area, a bachelor or master’s degree from an accredited college or university, a demonstrated commitment to young people, and rich and varied life experiences.

## Interested? Use this brochure as a starting point.

- Read print and online informational materials about independent schools in your area
- Arrange a tour of independent schools in your community
- Identify possible opportunities to attend—or guest teach—a class in your area of expertise

**Enjoy a rewarding career. Make a meaningful impact on a child’s life. Teach at an independent school. For more information, visit [www.isadvocacy.org/teachers](http://www.isadvocacy.org/teachers).**