

# TEACHING FELLOWSHIP



NATIVITY SCHOOL  
*of* WORCESTER

# MISSION STATEMENT

Nativity School of Worcester is an accredited, independent, Jesuit middle school that provides a quality, all-scholarship education to underserved boys of all faiths. Drawing upon four pillars - strength, scholarship, character and service - a Nativity education inspires self-discovery, responsibility, spiritual growth and a lifelong dedication to learning.

# GOALS

## FOR NATIVITY WORCESTER STUDENTS

A Nativity student works hard and stays committed to his education. With this dedication, he will achieve four measurable goals:

- 1** He will achieve at his highest level, as measured by effort and assessment in his classes and improvement on his MAP testing.
- 2** He will be accepted into a selective high school or a specialized high school program.
- 3** He will graduate from high school in four years.
- 4** He will graduate from a four-year college or a specialized post-high school program.

- 100% of Nativity Worcester's graduates who applied to private high schools were accepted into and received sufficient financial aid to attend.
- 100% of Nativity Worcester's high school aged graduates are enrolled in high school or a specialized high school program.
- 100% of Nativity Worcester's graduates who applied to a four-year college or university or specialized post-high school program, were accepted into at least one school.





“The faculty you work with, the Fellows you live with, the boys you teach, and all the times you share are part of an unparalleled experience that I hope you fall in love with as much as I did.”

ANGELA SIGISMONDI

*Nativity Fellow 2012-2014  
B.A., College of the Holy Cross  
M.A.T., Clark University*



IN 2017, APPLICANTS RESIDED IN 9  
DIFFERENT STATES AND ATTENDED 6  
DIFFERENT COLLEGES OR UNIVERSITIES

## WHY NATIVITY SCHOOL OF WORCESTER?

Nativity School of Worcester is an accredited, Jesuit, private, tuition-free school for boys from low-income homes in the 5th, 6th, 7th and 8th grades who are residents of the City of Worcester.

The school has a maximum of 17 students in each grade. The small class size encourages individual growth in the Jesuit tradition: attention to the needs and talents of each individual student, low student-teacher ratio, opportunities for expression in the arts and in sports, and a dedication to service in the local community and the broader world. A dedicated staff encourages students to pursue their passions to grow into Nativity Men. Our faculty serves as a vital resource for each student and his family throughout the college application process and beyond.

In a structured learning environment -- including an 11-hour school day with classes of no more than 17 students, individualized tutoring and an extended school year -- Nativity Worcester encourages young men to attain great academic achievement while nourishing their individuality, emotional growth and overall well-being.

## WHO ARE NATIVITY FELLOWS?

Nativity Fellows are distinguished, recent college graduates who are excited about the challenges and rewards of providing a quality education for our nation's disadvantaged boys.

Nativity Fellows teach or co-teach three to five class periods per day in addition to serving as advisors, tutors, proctors, coaches, nurses, janitors, drivers, monitors, and managers of all other responsibilities that promote the students' well-being over a two-year period. Applicants need not be education majors and need not have a teaching certificate. As a Nativity Fellow, you have the ability to significantly impact the lives of "at risk" boys.

Nationwide, 5th-grade students from low-income homes are three grade levels behind their peers in more affluent communities. In the City of Worcester, more than two out of every ten male students from low-income homes will not graduate within four years.

Nativity Worcester provides hope by offering a philosophy and proven model of education that works.



# WHERE WE WORK

Prominently located at the intersection of Lincoln Street and I-290, Nativity School of Worcester is situated in the community that it serves. It is within walking distance of Plumley Village, equidistant to both the Main South and Great Brook Valley neighborhoods, and is along one of Worcester's major bus routes.

Designed in 1992 and renovated in 2009 by Lamoreaux Pagano Architects, the modern, quiet, and energizing building has won a number of architectural awards.

The facility includes the following:

- Four bright classrooms that provide a homeroom for each of the four grades.
- The *Rev. Michael C. McFarland, S.J. Science Laboratory*, a well-equipped lab that enriches the discovery-based curriculum.
- The *Joanne and Brian McClatchy Graduate Support Room*, a dedicated graduate support room that serves as a haven for our graduates who regularly return from their high schools and colleges to work on assignments, to receive academic assistance, and to complete college and financial aid applications.
- A library and computer room with a wide range of multi-media materials and library stacks with over 5,000 books.
- *Briggs Gymnasium* with two locker rooms that allows for the school's integration of physical education into the comprehensive Nativity curriculum and that serves as a meeting place for various functions, performances and commencement exercises.
- Meeting, office, and work space for faculty, administration, and staff that ensures that the cost-effective, results-driven Nativity teaching model flourishes.

Fellows live together in a furnished community house, *Casa Maria*. The teacher residence is instrumental in the secondary mission of Nativity School of Worcester: the formation of these young adults. Nativity School of Worcester's teacher residence – located in the Main South neighborhood of Worcester – is a place where the eight Fellows process together the complexities of their two years of service. Nativity Worcester covers all costs associated with housing.



# WHERE WE LIVE

**“You are consistently surrounded by a group of like-minded, passionate, and driven individuals who are all new at this, and who will go through the pains and joys of teaching as you will.”**

**BETH SULLIVAN**

*Nativity Fellow 2007-2009*

*B.A., Boston University*

*M.A., Assumption College*

Nativity Fellows are full-time teachers employed by the school. They receive a living stipend along with the same comprehensive health benefits as other faculty and staff members.

Snapshot of  
Nativity  
Fellows  
Compensation



- LIVING STIPEND
- FOOD ALLOWANCE
- HEALTH AND DENTAL INSURANCE
- LIFE AND DISABILITY INSURANCE
- HOUSING AND UTILITY EXPENSES
- LOCAL TRANSPORTATION
- LOAN DEFERMENT OPPORTUNITIES

**ALL ELIGIBLE FELLOWS HAVE RECEIVED THE \$5,550 AMERICORPS EDUCATION GRANT FOR EACH YEAR OF SERVICE TO NATIVITY SCHOOL OF WORCESTER.**

Additionally, Fellows have the option to pursue a number of graduate degree programs at Assumption College, Anna Maria College, or Clark University at no out-of-pocket expense, pending availability and acceptance.

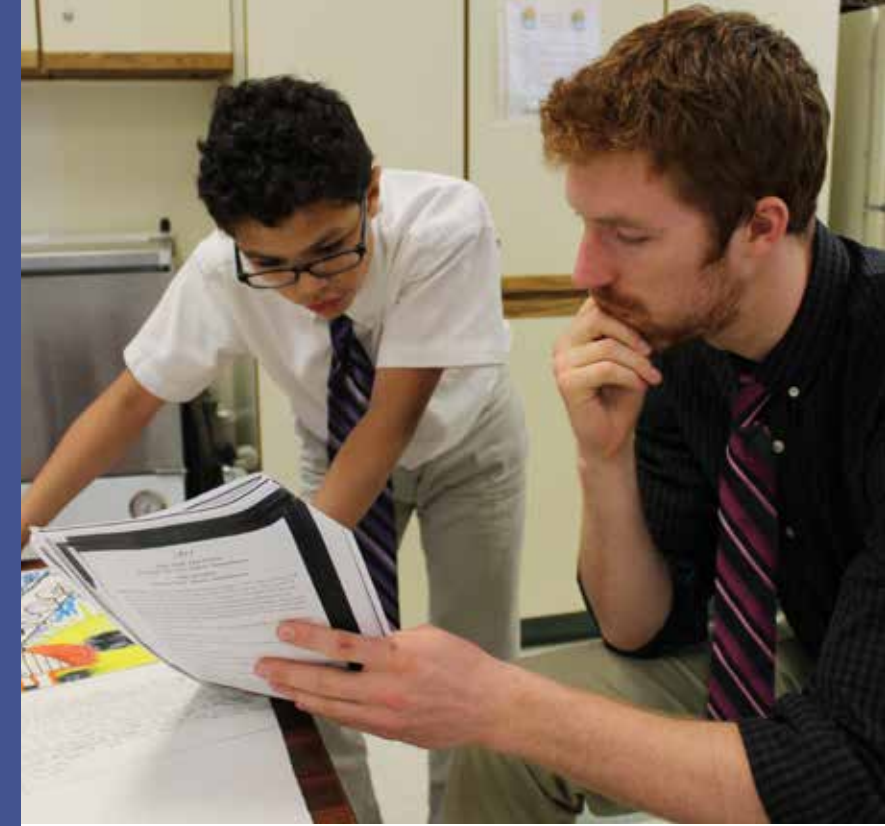
Nativity Worcester structures classes and staffing assignments to accommodate this unique opportunity.

Fellows may pursue degrees in the following:

- Masters in the Art of Teaching (M.A.T.)
- Master of Arts in Counseling Psychology
- Master of Arts in Rehabilitation Counseling
- Master of Arts in School Counseling
- Master of Arts in Special Education
- Master of Business Administration (M.B.A.)
- Master of Education with Preparation of Teacher Licensure (M.Ed.)
- Master of Education for Professional Practice
- Master of Education in Instructional Design and Technology
- Certificate of Graduate Studies (CGS) in Front Line Management, Non-Profit Leadership, or Organizational Communication



IN 2017  
THE TOP  
MAJORS FOR  
APPLICANTS  
WERE **ENGLISH,**  
**HISTORY,**  
**PHYSICAL**  
**SCIENCE, AND**  
**PSYCHOLOGY.**



“You are surrounded by people who care about you and who are dedicated to the education of our Nativity Men.”

**MICHELLE DILLON**

*Nativity Fellow 2011-2013  
B.S., College of the Holy Cross  
M.A.T., Clark University*



For students from low-income families, finding success in the classroom can be a daunting proposition. In Massachusetts, 27% of African-American males and 32% of Hispanic males will not graduate from high school in four years' time. "In Massachusetts, nearly three out of ten male students from low-income homes will not graduate from high school within four years.

Nativity Worcester directly serves those most in need: all admitted students meet the family income requirements to qualify for the national free or reduced lunch program, placing their household incomes at or below the federal poverty line. The majority of students are from single-parent homes; some have been in the foster care system. The ethnic backgrounds of Nativity Worcester students and graduates are diverse. A variety of faith beliefs are also practiced by Nativity Worcester students; the majority practice beliefs other than Catholicism. Seventy percent of Nativity Worcester graduates will be first-generation college students. Nativity does not look for the cream of the academic crop: admitted students have been identified as having the desire to succeed academically, but need additional support and structure to develop their academic gifts. Prior to admission, the majority of our students are performing below grade level.

Nativity Fellows address those challenges and work to be more than just effective classroom teachers. Fellows receive classroom management and professional development training, participate in the school's co-teaching model designed to foster mentorship, and have weekly progress assessment meetings.



## SUMMER SESSION

The school year starts with a summer session called the Summer of Service. It runs for three full weeks during the month of July. Attendance is required for all students and faculty. Mornings are spent in skills review of math and English. Afternoons are spent doing community service with different non-profit agencies in Worcester. There are several days of fun, team-building activities including an overnight camping and rafting experience in northern New England for 7th and 8th graders.

## SCHOOL DAY BREAKDOWN



7:40 a.m.	Staff greet students and serve breakfast
7:57 a.m.	Students meet with advisors
8:08 a.m.	Silent reading time
8:23 a.m.	Morning Assembly
8:43 a.m. - 3:35 p.m.	Eight academic periods of classes with a break for lunch and recess
3:35 p.m. - 5:00 p.m.	Afterschool Program - sports, clubs and activities
5:00 p.m. - 5:15 p.m.	Snack
5:15 p.m.	Evening Study — independent study and tutoring from volunteers
6:30 p.m.	Dismissal*

\* Monday dismissal is at 5 p.m. Friday dismissal is at 2:45 p.m. to allow for weekly Faculty/Staff Meeting. All faculty are assigned to one late duty night (until 6:30 p.m.) per week.

# STRUCTURE

# HISTORY of the ORGANIZATION

In the late 1990s, the senior administration of the College of the Holy Cross developed the idea of establishing a Nativity School in Worcester, a city that had been wracked by a devastating graduation rate for boys from low-income homes. These senior administrators – particularly then-President Michael McFarland, S.J., and Charles Weiss, Ph.D. – championed the school in the Worcester community. Following a successful feasibility study in 2002, the doors of the school were opened in the fall of 2003 to fifth- and sixth-grade classes. Over the course of the next two years, a seventh- and eighth-grade were added. Now in its 15th year of operation, the school has witnessed twelve successful classes of Nativity Worcester graduates matriculate into the following high schools: Assabet Valley Technical High School, Bancroft School, Burncoat High School, Cheshire Academy, CT, Claremont Academy, Cornerstone Charter Academy (FL), Deerfield Academy, Doherty Memorial High School, Masconomet Regional High School, Gardner High School, Holy Name Central Catholic Junior-Senior High School, New Canaan High School (CT), Noble & Greenough, North High School, Oldmar Christian School (FL), Saint Mary's Junior/Senior High School, Saint Peter-Marian Junior-Senior High School, Saint John's High School, South High School, South High School – Goddard Scholars Program, South Salem High School (OR), University Park Campus School, Worcester Academy, Worcester Technical High School, and Xavier High School (IA).

With application assistance and guidance from Nativity Worcester's Graduate Support Director, Nativity graduates from the classes of 2006-2013 are attending or have attended the following colleges: American University, Assumption College, Boston College, Chemeketa Community

College, Clark University, College of the Holy Cross, DePaul University, Diablo Valley College, Emerson College, Emmanuel College, Fitchburg State University, Fordham University, Franklin Pierce University, High Point University, Johnson & Whales University, Johnson & Wales University – North Miami, Massachusetts College of Liberal Arts, Molloy College, Nichols College, Oregon State University, Providence College, Quinsigamond Community College, Southern Adventist University, St. Anselm College, University of California at Berkeley, University of Hartford, University of Massachusetts – Amherst, University of Massachusetts – Dartmouth, University of Massachusetts – Lowell, University of New Haven, Western New England University, Westfield State University, Worcester Polytechnic Institute, Worcester State University, and Yale University.

Nativity School of Worcester was formally accredited by New England Association of Schools and Colleges (NEASC) in the fall of 2010. In the short term, accreditation is the formal recognition that Nativity possesses a viable, guaranteed curriculum with impact on the underserved students of the school. In the long term, accreditation is the critical first step in the mission to replicate this dynamic school in Worcester. Nativity's Board of Trustees has committed to seeing the expansion of Nativity Worcester's services.

Throughout the school's history, Nativity Worcester has not received financial assistance for operations from the College of the Holy Cross, the Diocese of Worcester or the state and federal government. The school relies instead on the generosity of individuals, foundations and corporations.

In 2014, four members of Nativity Worcester's first graduating class received their college diplomas, all from Providence College.

In 2016, Juainer Beato-Lopez, Ignatius Class of 2006, Saint John's High School Class of 2010, and Providence College Class of 2014 became the first Nativity Worcester graduate to attain an advanced degree when he received his Masters in Business Administration (MBA) from Assumption College.



- **NATIVITY SCHOOL OF WORCESTER HAS GRADUATED 157 STUDENTS FROM TWELVE CLASSES**
- **95% OF NATIVITY WORCESTER'S GRADUATES HAVE GRADUATED FROM HIGH SCHOOL OR A SPECIALIZED HIGH SCHOOL PROGRAM (COMPARED TO THE NATIONAL HIGH SCHOOL GRADUATION AVERAGE OF 75% FOR MALE STUDENTS FROM LOW-INCOME HOMES)**
- **4 NATIVITY WORCESTER GRADUATES HAVE ATTAINED A GRADUATE DEGREE OR ARE IN THE PROCESS OF ATTAINING ONE**





## WHAT WE LOOK FOR

Nativity Worcester is looking for strong leaders committed to equality through the gift of education.

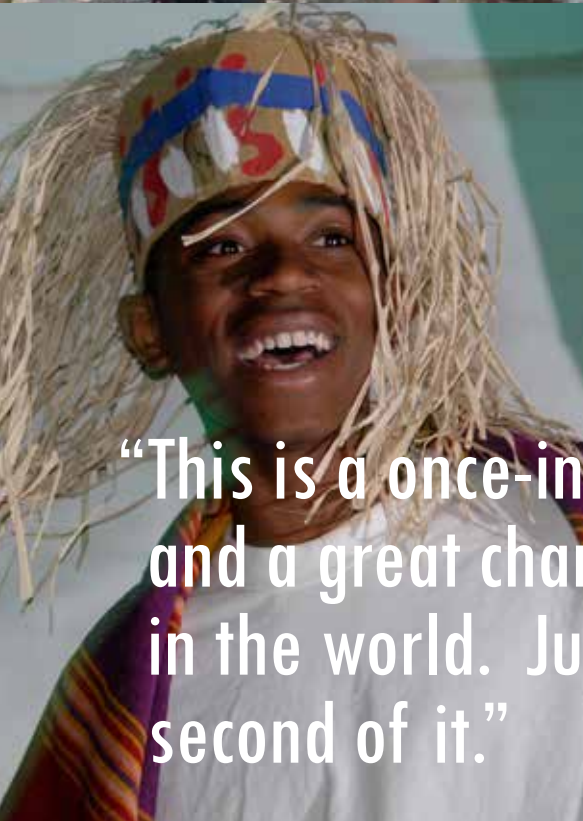
With that in mind, we look for college graduates from some of the nation's strongest colleges with the skills to develop into talented and passionate teachers and role models. Nativity Fellows not only have an impact on our school community, but the greater Worcester community beyond the two-year teaching commitment. After completing the Fellowship, a remarkable 78% of the two-year graduates of the Nativity Fellowship have continued their work in education and 86% of those in the field of education are continuing to educate in an urban setting.

## HOW TO APPLY

Completed application materials are accepted on a rolling basis, with priority given to those received by **January 8, 2018**. Nativity Worcester will be in contact with applicants as application materials are received by the school.

Interested candidates should submit a résumé and cover letter to:

**CINDY SCHOFIELD** • Director of Operations  
 Nativity School of Worcester  
 67 Lincoln Street • Worcester, MA 01605  
[cschofield@nativityworcester.org](mailto:cschofield@nativityworcester.org) • 508-799-0100 ext. 104



### ANDREW GALLAGHER

*Nativity Fellow 2004-2006  
 B.A., College of the Holy Cross  
 M.P.A., Suffolk University*

**“This is a once-in-a-lifetime experience and a great chance to really do good in the world. Jump in and love every second of it.”**

**BACHELOR'S DEGREE BY JUNE 2018 IS REQUIRED.**

**VALID DRIVER'S LICENSE NECESSARY.**

	STEPS	DEADLINE
	Submit resumé and cover letter for preferential consideration*	JANUARY 8
	Notification of first round interview	JANUARY 22
	Second round interviews	FEBRUARY/MARCH
	Notification of decisions	END OF MARCH

*\*Nativity Worcester continues to accept Fellowship applications after the January 8th deadline, but this is considered the official start of the interview period. Positions may be offered on a rolling basis to candidates that have completed the interview process.*





@NativitySchoolofWorcester



@NSWPres



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## NATIVITY SCHOOL *of* WORCESTER

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[WWW.NATIVITYWORCESTER.ORG](http://WWW.NATIVITYWORCESTER.ORG)

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