

A WHATEVER IT TAKES Kind of Spirit

EDUCATOR RECRUITMENT




BUTLER
ACADEMY

I CAN. YOU CAN. WE CAN.

**“We must open
the doors of
opportunity.**

But we must also
equip our people
to walk through
those doors.”

Lyndon B. **Johnson**



We're looking for
teachers with a
whatever it takes
kind of spirit—
a genuine passion for
shaping the minds,
lives, and futures of
every child they meet.



BUTLER
ACADEMY

Butler Academy, or **BA** for short, opened its doors in 2020 with grades K through 4th. By adding the next grade level each year, we'll have a fully inclusive K-12 learning community complete with lower, middle, and upper schools in no time at all. We serve scholars from Darlington County, South Carolina, and the surrounding region.

When it's all said and done, we anticipate a total of 520 students—two classes per grade, and 20 students per class.

Located in downtown Hartsville—a community of approximately 8,000 residents—BA is a tuition-free public charter school and a doorway to transformational learning opportunities designed to prepare students to succeed socially, emotionally, and academically in a trusting and supportive environment.

At BA, we're committed to building something extraordinary, and we won't settle for anything less than the most talented, innovative, passionate, and committed educators we can find.

Do YOU have a whatever it takes kind of spirit?

BA DNA

10 THINGS THAT MAKE US DIFFERENT

Year-Round Academic
Calendar

Extended Day Activities

Goal of 20 Students
Per Class

Social-Emotional Learning
Curriculum & Practices

Responsive Classroom &
Behavior Support

Interim Programs

Distinct Administrative
Structure

Departmentalized Instruction

20 Days of Annual
Professional Development

Customized, Weekly,
Real-Time Coaching
Sessions

BA BACKGROUND

Despite its size, Hartsville is home to a Fortune 500 company, a nuclear power facility, a nationally ranked university, and an elite statewide residential public high school.

The demographics of the community are split equally between black and white; however, Hartsville has faced a longstanding inequity in academic success. Black students comprise 50 percent of the public school enrollment but less than 10 percent of any quantifiable achievement measure, such as Gifted & Talented, IB, AP, or Scholars programs. What's more, white students read at two-to-three times the proficiency rate of their black counterparts. Other groups such as families living in poverty, students with disabilities, and students coping with adverse childhood experiences have also been marginalized.

At BA, academic inequity isn't acceptable to us. Not here, not anywhere.

We're committed to closing the achievement gap by making Butler Academy a dynamic learning environment where every child is genuinely embraced and uplifted, while also being diligently positioned for academic and life success.

Our Mission

To create an enthusiastic culture of learning in which every student is expected and positioned to succeed academically.

Our Core Values

- B** Belonging
- R** Respect
- A** Accountability
- V** Vision
- E** Excellence



WE'RE AN OPEN **DOORWAY**

Face it, Butler Academy isn't your average school.

A perfect mix of traditional and modern, BA is a game-changing learning opportunity designed to positively impact the lives of young scholars in Darlington County, the Pee Dee Region, and beyond.

We're redefining what it takes to put students on the path to success.

Our doors are open because it's time to buck the status quo, elevate the standard of excellence, and create an equitable academic culture once and for all.

Our doors are open so that every scholar, teacher, and person we meet can grow and benefit from new ways of thinking, teaching, and learning.

Our doors are open so that BA can be a gateway to all things possible, including a better tomorrow.



WE'VE GOT A **GROWTH- MINDED** TEAM

Becoming a great teacher doesn't happen by accident. Just like becoming a great athlete or musician, it takes continuous practice, feedback, and a commitment to personal growth. To facilitate this process, our teachers receive real-time, customized coaching via weekly observations and one-on-one sessions with trained instructional coaches.

Daily schedules allow time to continuously practice and hone your craft—in collaboration with peers—through reflective discussions about your teaching experience.

Ongoing feedback provides a high-level of guidance and support that accelerates professional growth and translates into academic success for BA scholars.



WE'RE **BREAKING** THE MOLD


At BA, the “whole child” is the bedrock of our existence. In addition to standards-based, rigorous academics, we're committed to being a portal to student growth, character development, teacher development, and collaborative family and community partnerships.

Our instructional model is built on three non-negotiable elements:

- SEL curriculum and trauma-informed practices
- Year-round academic calendar
- Small class sizes

Together, these elements facilitate strong relationships, socially and emotionally healthy students and faculty, and a culture of high expectations, which in turn will lead to academic success for our anticipated student population.





BA teachers work closely with a Student Success Team to balance academic pursuits with a student-centered, whole-child approach to teaching and discipline.

Included in our model are:

Annual Responsive Classroom Workshops

At the beginning of each school year, Responsive Classroom workshops train teachers in evidence-based practices designed to create a safe, joyful, and engaging classroom and school community for our scholars, teachers, and families.

Year-Round, School-Wide, SEL Curriculum

Throughout the school year, SEL curriculum provides character growth in alignment with our core values of Belonging, Respect, Accountability, Vision, and Excellence.

Weekly Data-Driven Decision Making

Our commitment to the intentional use of student data to drive instructional decisions on a weekly basis positions our educators to achieve a personal best so that you can help to propel our students toward excellence.

Happy Teacher, Happy Student

Few would disagree that serving the needs of our target audience of at-risk students is immeasurably more emotionally, physically, and psychologically taxing than the alternative. Accordingly, monitoring the social and emotional health of our staff is a priority for us. Employing a year-round academic calendar allows educators to disconnect during interims, vacation mid-season, refresh, and recalibrate—helping you stay balanced, focused, and energized.

WE'RE CREATING A CULTURE OF "I CAN"

To create an "I CAN" culture for our students, we must first establish habits of excellence with a talented team of growth-minded educators.

By providing 20 days of dedicated training annually, two weeks of teacher development before the start of school, and weekly coaching sessions, we're establishing a learning lifestyle to model and share with our students.

Throughout the school year, we expose, challenge, and enable our student body—as well as each other—to build and grow habits of curiosity, grit, communication, and joyfulness.

WE'RE HIRING THE BEST

If you're an educator with a **whatever it takes** kind of spirit, we'd love to meet you.

School officially begins in mid-July.

Teacher training begins the Friday after July 4.

APPLY TODAY
butleracademy.us/careers

APPLICATIONS ARE
CONSIDERED YEAR-ROUND

MORE INFORMATION
careers@butleracademy.us
843-287-2399

THERE'S NO PLACE LIKE HARTSVILLE

The largest city in Darlington County, Hartsville was chartered in 1891 and chosen as an All-American City in 1996 and 2016.

It is home, most notably, to Sonoco Products Company, a worldwide leader in packaging design and manufacturing; a Duke Energy nuclear facility; Coker University, a four-year accredited institution of higher education; and the Governor's School for Science & Mathematics.

Its population of nearly 8,000 residents is strongly supported by active city and county governments, a chamber of commerce, and a growing number of service organizations and churches.

Downtown Hartsville features an 18-room boutique hotel, The Mantissa, as well as Hampton Inn & Suites and Fairfield Inn.

Popular restaurants, retail stores, and a variety of community-centric activities such as a monthly Farmer's Market and outdoor concerts elevate the energy of downtown Hartsville, along with nearby Kalmia Gardens, Neptune Island Waterpark, Lake Robinson, and McLeod Farms.

Carolina Pines Regional Medical Center, an affiliate of MUSC Health, is the community's 116-bed acute care hospital with adjoining medical offices and the only dual-accredited hospital in the Pee Dee Region.



HARTSVILLE
Heart of the New South



I CAN. YOU CAN. **WE CAN.**

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