



# Join the ABI Team!

Afya Baltimore Inc. (ABI) is hiring teachers for the 2023-24 school year at our two schools: The Belair-Edison School and The Tunbridge School.

- Elementary Teachers of All Grades (K-5)
- PE/Health, Dance & Art Teachers
- Middle School Math, Science, ELA & Social Studies Teachers



## About Afya Baltimore and The Afya Way

Afya Baltimore Inc. (ABI) is a nonprofit organization responsible for managing public charter schools in Baltimore City. Afya is a Swahili word for health, and health and wellness are at the heart of all that we do.

ABI provides the foundational and operational support necessary for our schools to do the work of helping Baltimore’s children to live healthy, balanced lives: intellectually, socially/emotionally, and physically. The vision that guides our organization and our schools is what we call The Afya Way.

Health and balance are the cornerstones of The Afya Way. We cultivate environments to support our students as they nurture their intellectual, social, emotional, and physical well-being, as individuals and members of their school community. The Afya Way is fully developed and explained in our 2021-2026 organizational strategic plan, [A Promise and a Pathway](#).

## ABI Schools

Our schools are a part of the Baltimore City Public School System (BCPSS). Led by CEO Dr. Sonja Santelises, BCPSS currently includes 159 schools (31 of which are charters), and enrolls approximately 77,856 students, about 14,660 of whom attend charter schools.

### The Belair-Edison School

- A zoned, neighborhood public charter
- Elementary School | Brehms Campus
- Middle School | Brendan Campus



### The Tunbridge School

- A lottery public charter
- Elementary & Middle School



Teachers in public charter schools in Baltimore City are BCPSS employees. [See available benefits here.](#)



## About Our Team

In our employees, we look for individuals who share the values of our organization, believe in our mission, and embody The Afya Way.

### TO US, THE ESSENTIAL QUALITIES OF AN EMPLOYEE INCLUDE:

- Teaching and engaging with students, colleagues and families with joy and determination
- A deep love of learning, the arts, fitness, and play
- An asset-based mindset and approach that honors and builds upon the strengths, experiences, and backgrounds of our students and their families
- Skillful at building strong relationships which enable you to support the growth of the whole child, empower your students to be leaders of their own learning, and hold them, and yourself, to high expectations
- A belief that all students deserve access to grade level work using high-quality curriculum, instruction that is rigorous and culturally sustaining, and a teacher who believes in them
- Bringing your knowledge of and grounding in restorative practices to the work
- Being a lifelong learner and believing we can all always improve through feedback, coaching, and high-quality professional learning experiences
- Being curious and challenging yourself to view things from multiple perspectives
- Working collaboratively and passionately with students, colleagues, and families
- Remaining self-aware and attuned to your own needs

## ABI Schools by the Numbers:

**1,475 total students in grades pre-K through 8**

2 schools across 3 campuses



Afya Baltimore  
Founded 2007

The Tunbridge School		The Belair-Edison School
477 pre-K-8		997 pre-K-8
85% African American, 13% White, 2% Other		99% African American, 1% Other
29% High Poverty		74% High Poverty
14% Special Education		17% Special Education



## About Our Schools

At our schools, we encourage and support our students to become deep learners and caring community members. Our programming enables students — of every race, gender, socio-economic status, and ability — to think critically, work collaboratively, and establish ambitious and feasible goals so they can achieve at a high level academically. We talk with our students all the time about what success, friendship, and dreams look like, sound like, and feel like. At each school and at each campus, these connections and conversations come to life in unique ways — in the hum of students learning and engaging, in bright and beautiful spaces, in feeling known.

Our schools are deeply connected to the city we call home. Though a big city, Baltimore is often locally referred to as “Smalltimore” because of how close knit and connected the people who live and work here are to one another and to the place they live. With the help of our partners and our families, we weave those connections throughout our schools.

Baltimore is also known as a city of neighborhoods, and while The Tunbridge School sits in the Govans neighborhood, Tunbridge students are city-wide through its lottery placement

process, with many coming from nearby North Baltimore. The school is located on York Road, a major central corridor in the city that links several diverse communities in the east and west.

The Belair-Edison School — affectionately referred to as BE — is rooted in the Northeast Baltimore Belair-Edison community, and is a neighborhood public charter, with most of our students coming from the zone. Spanning two campuses about half a mile apart, BE Elementary (the Brehms Campus) is east of Belair Road, and BE Middle (the Brendan Campus) is just west of Belair Road. The BE campuses are near Herring Run Park and Lake Montebello.

Major colleges and cultural institutions are close by our schools, including Loyola University Maryland, Morgan State University, and Johns Hopkins University. Belvedere Square, the Waverly Farmers Market, and the Baltimore Museum of Art are just a few cultural mainstays in Baltimore.

To learn more about Afya Baltimore and our schools, [visit our website.](#)

