



Teacher Information Document



ALERCE FORMACIÓN INTEGRAL, SC

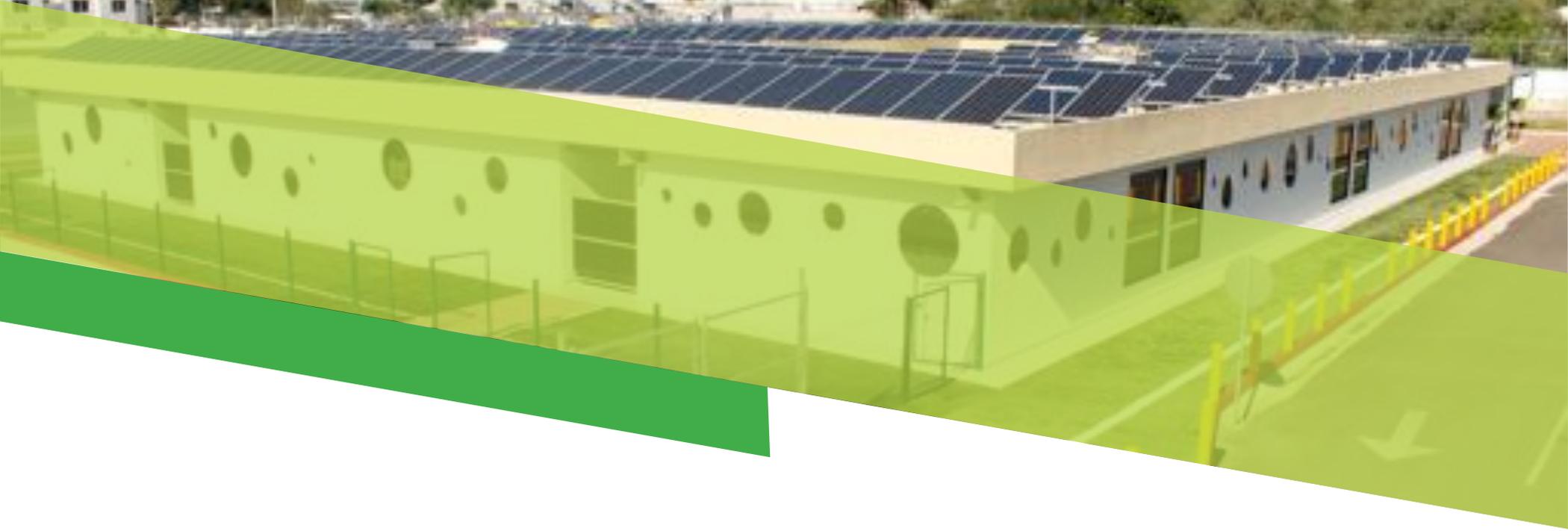
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SCHOOL OVERVIEW

One of the biggest K-12 and Higher education private group in Mexico has recently acquired Colegio Alerce which is a growing bilingual school which offers an excellent education to more than 700 students. Class sizes are on average 25 students in accordance with the best's practices findings of the Program for International Students Assessments (PISA), developed and coordinated by Organization of Economic Co-operation and Development (OECD).

Students spend half the day learning the following subjects in English: Science, Math, Current Events, as well as Conversation, Grammar and Spelling among other subjects that are taught in Spanish. There are approximately 45 teachers on staff (65% Mexican and 35% American / Canadian), as well as a 5 bilingual administration and support staff.

The school's structure consists of 4 divisions:

1. Kindergarten & Pre-school (4 years)
2. Elementary school (Grades 1-6)
3. Middle school (Grades 7-9)
4. High school (Grades 10-12)

Its own Principal leads each area.

Our students are encouraged to strive for excellence, and develop their talents in the areas of academics, athletics (soccer, basketball, taekwondo, volleyball, and others) and arts. We offer an outstanding educational program, based on state to the art structured learning methodologies, set upon well-established curriculum guidelines from the Mexican Ministry of Education and OECD recommendations for education.

STATE TO THE ART SCHOOL MODEL

Not without taking into consideration many external and internal stakeholders, our new board of trustees within the holding company Fomento y Desarrollo Lince S.A. de C.V. (FODELI) set a hole of new expectations for the new administration, to achieve by the end of 2023.

Taking into consideration and working with some of the old accomplished processes left by the old management we started since day one, to design, gather, achieve and review most of our “new” school strategies toward academic and management quality and performance.

The NEW Educative Model of Colegio Alerce is the fundamental framework to achieve harmony, maturity and educational progress within the institution. These comprehensive formation is focused in individuals and their life in society through the development of knowledge, emotional intelligence, critical thinking, culture, art, physical education, science and technology.

The basis of the Educative Model are conceived like a spiral development, and each ring or iteration represents a group of related inter and intra components both in a conceptual and methodological form that derive on concrete actions for each one of the members of the educational community.

EDUCATIVE MODEL	
Basis	Components
Philosophy	Theories
Politics and legal	National International Institutional
Psychopedagogic	Theories Curricular Desing Curricular Organization Curricular operation
Evaluation	Internal External
Organizational Performance	Organizational Manual
Socioeconomic Environment	At the Moment Future

PHILOSOPHY

The Philosophical basis is the axiological framework that will inspire and drive the actions of the community at Colegio Alerce. It has its foundations in the humanistic posture because we consider that through it we contribute in forming men of integrity.

With these humanistic conception that we assume institutionally the next axiological ideas are adopted:

Man Idea

Man is a being with human capacity and potential to fulfill great missions. So he will have to cultivate along his life his spirit, mind, and body to have a useful and sustainable life in the search of Common Good and human welfare as citizen of the world.

Society Idea

The maximum aspiration of man will be to share the most precious treasure of mankind "Culture", as well as the package of tangible possessions that are being generated by development for community service.

Education Idea

Education is a process and result of fostering man for life in all its complexity.

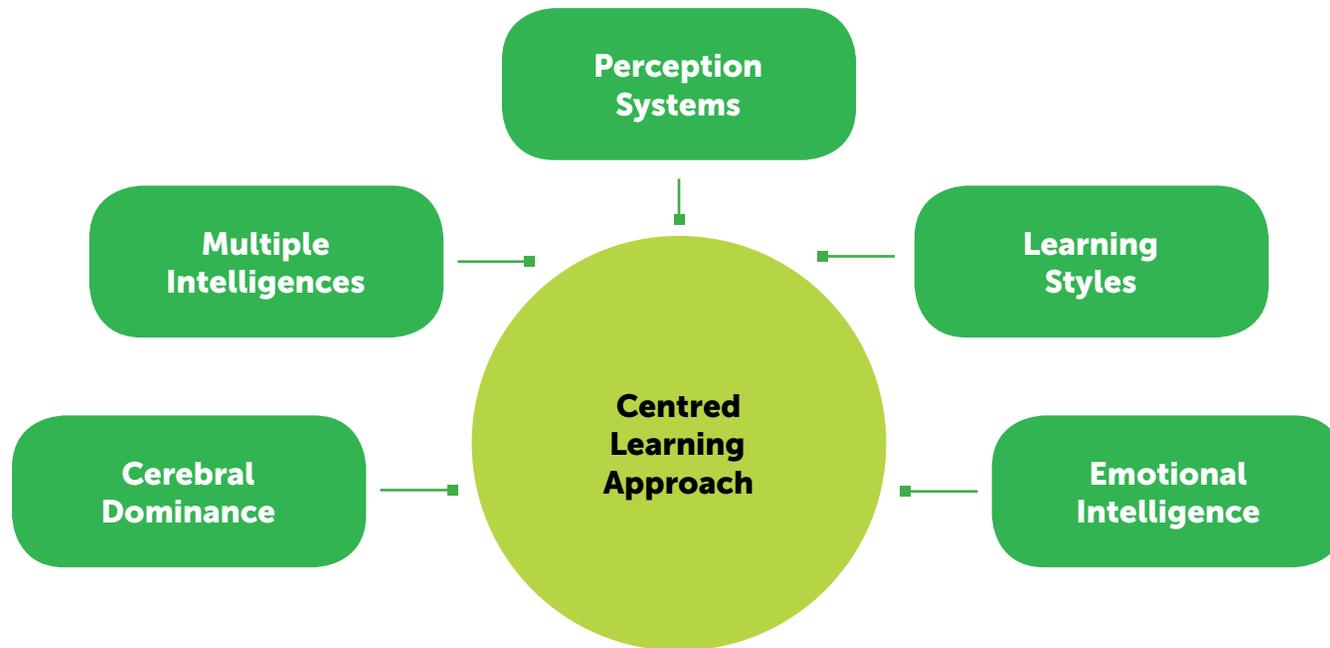
Through the means of a holistic education that is geared into fulfilling human potential and promoting humanistic formation and citizenship, this mode pursues the development of social commitment and community responsibility, while offering a vast amount of experiences in internationalization and co-curricular activities.



All these ideas are the sum of all structured elements through which we will accomplish our objectives for student development. Here we find the integration of all of the proposals put forth by the institutional mission and the values that it promotes.

With a Students Centered Learning Approach, through the units of inquiry, students knowledge is what drives teaching practice to focus on how they are acquiring learning, what they experience, and how they engage in the learning context rather than telling them what to learn.

Through gradual empowerment and guidance the learning focus is on student outcomes rather than on teaching. This means “learning to learn” and this approach takes care about how do students construct their knowledge, and this leads the teachers to pay attention on several factors as:





Using teaching and learning strategies, the teachers are interested in, and within how much, they get students to learn. However, it is known that there are differences in the quality and quantity of learning among students. The teacher teaches for all, but the result does not always meet the expectations and there are a wide variety of reasons why; like: intelligence, personality, prior knowledge, motivation, etc. However it is shown that one of the most important causes are the quantity and quality of the strategies that teachers and students use both to teach and to learn. Assuming that implementing teaching and learning strategies is not something that arises spontaneously, intentional teaching is needed. For this reason have emerged proposals, in recent times, with the title of “teaching to learn” and “learning to learn”, which try to train teachers and students in them. That is why we involve our teachers in trainings and workshops, so they will always have in mind the process to overhaul their teaching strategies and motivate students to create their own learning strategies.

FACILITIES

Colegio Alerce, does have one of the best facilities for K-12 education all within the state of Sonora. We have:

- 40 classrooms all with internet Access and projector.
- Science lab.
- Computer Center.
- Robotic lab.
- Art room.
- Music room.
- Library.
- One mobile computing labs with 25 laps each one with Windows technology.
- Cafeteria.
- Two outdoors courts of basketball.
- One volleyball court.
- One professional soccer field.
- Two soccer court.
- Three playgrounds.
- Two parking lots.
- General offices.
- Two teachers lounge.
- Three small conference room.
- Reception and general waiting área.





OUR LOCATION

Being part of the Free Zone Treaty with USA, and one of the most productive manufacturing and fishing port states of Mexico, Nogales, Hermosillo; the capital of Sonora State, and Guaymas are some of the safest cities in all Mexico, they are even safer than cities in the USA, several Military and Federal H.C. are based here.

The 8.2-acre campus is located in Hermosillo (population of 812,229), west of the city . Hermosillo, is the capital of Sonora State. The center is embellished with a kiosk brought from the city of Florence, Italy. In the Ecological center of Sonora, a great variety of flora and fauna of the different ecosystems of the state await you.

Another historical point is the Cathedral of Our Lady of the Assumption, where weekends are full of color and life as there are food stalls, music and various entertainments.

There are also viewpoints such as the hill of the bell, which offers a beautiful view of the capital. If you want to freshen up, visit Kino Bay; located 100 km from the capital. The perfect place with calm waves and mild climate. You can also have fun with sports activities and enjoy the seafood dishes.

By Car:

The city of Hermosillo is in the Sonora Free Zone. To travel here with your car, you do not have to register and obtain a vehicle permit. Traveling from Tucson, follow Hwy 19 south to the border at Nogales, then follow Highway 15, a four-lane divided highway to Hermosillo. Hermosillo are approximately 3 hours (170 miles) south of the border. This is a four-lane toll highway that costs just over \$10 USD to travel this route. US and Canadian auto insurance is not valid in Mexico, and Mexican insurance should be purchased prior to your arrival in Mexico.

By Air:

The Hermosillo airport is serviced by numerous airlines, including US Airways/America West, Aeromexico, Aviacsa.

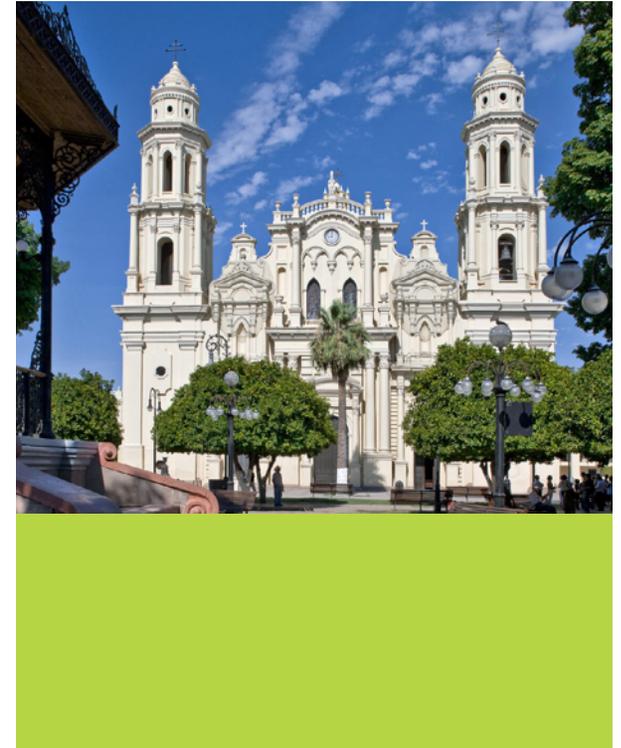
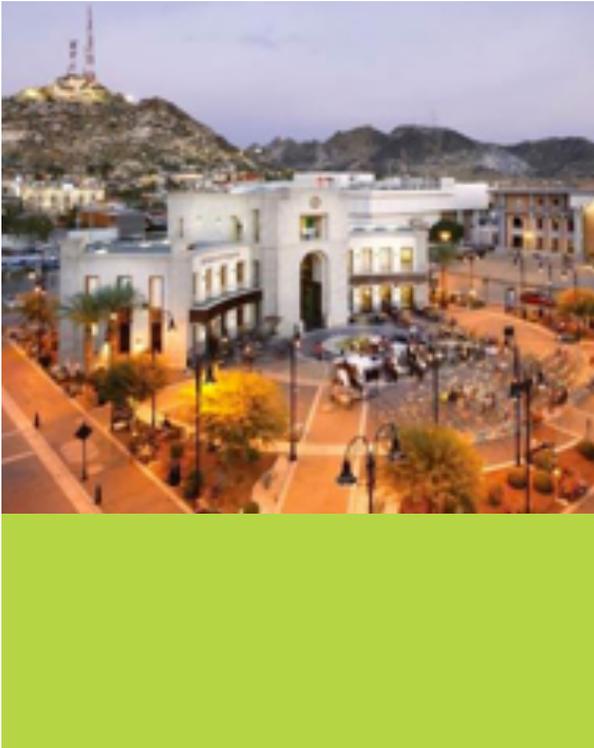
By Bus:

Tufesa (www.tufesa.com.mx) has international service to the city of Hermosillo Approximate one way costs are:

Departing from Phoenix to Hermosillo - \$62 USD*

Departing from Tucson to Hermosillo - \$43 USD*

*The above mentioned prices for the bus is an approximate.





BASIC FOOD BASKET

Bimbo bread zero zero 567 g	\$ 43.50	Red delicious apple /kg	\$ 34.11
Corn tortilla	\$ 11.50 /kg	Broccoli /kg	\$ 25.90
Red egg Bachoco (12)	\$ 33.00	White potato /kg	8 x \$50.20
Mayonnaise McCormick 158 g	\$ 15.90	Lemon /kg	\$ 29.90
Dolores Tuna 140 g	\$15.90	Saladet tomato /kg	\$ 32.90
Alpura light milk 4 L	\$78.00	Clight lemon tea 7 g	4 x \$10.00
Sabrosano soy oil 946 ml	\$24.50	Yemina soup 220 g	5 x \$30.00
Great Value liquid detergent 7 L	\$119.00	Yemina spaghetti 454 g	5 x \$66.00
Colgate Total 12 clean mint 150 ml	\$ 49.90	Chicken breast boneless /kg	\$ 112.00
Nestlé Cereal Cheerios honey 480 g	\$49.90	Beef milanese /kg	\$ 164.00
Lala panela Cheese low fat 400 g	\$ 54.00	90/10 Sirloin ground beef /kg	\$ 144.00
2-in-1 Palmolive shampoo 700 ml	\$ 55.00	Japanese squash /kg	\$ 24.90
Dove soap (4 bars 100 g each)	\$53.00	Carrot /kg	\$ 24.90
Pétalo rendimax toilet paper (12)	\$65.00	White onion /kg	\$ 27.59
Grapefruit /kg	\$33.59	Chiapas banana	\$ 18.90

TOTAL
\$1,577.09

*Average costs taken from Walmart
* Prices are set to MXN
* Monthly average consumer rate



EMPLOYMENT OPPORTUNITIES

We are currently interviewing teachers for the following divisions: Pre-school & Kindergarten, Elementary, Middle school and Highschool. The following are the subjects taught for each grade:

- Pre-school & Kindergarten: General English Language Skills, Math, Science
- Elementary (Grades 1 – 6): Reading, Spelling, Language Arts, Math, Science
- Middle school (Grades 7 – 9): Reading, Spelling, Language Arts, Math, Geography, History, Biology, Chemistry, Physics, Currents events

- High school (Grades 10 – 12): Speech, Writing, Grammar, Reading, Quest class (critical thinking skills)
- High School (Grade 11 – 12): ACT, SATS and other US exams.

We use:

- 1.- Kinder, Super Safari and Super Minds by Cambridge.
- 2.- Elementary School, Level up by Cambridge.
- 3.- Middle School, American Think by Cambridge.
- 4.- High School, Prism by Cambridge.

DATES AND TIMES

For K – 8, the Mexican Ministry of Education (SEC) sets the dates for private schools. Classes will begin on mid August. Teachers will begin 2 weeks earlier to complete an Induction-training (a 2-week orientation for all Mexican and non-Mexican teachers at Colegio Alerce).

For High School the private schools set their own calendar, and it's normally by semester, having teacher to be in school two weeks before classes start to get a general introduction of the school policies.

There are a number of paid vacation days over the course of the school year, including the Christmas/New Years break (approx. 2.5 weeks) and Semana Santa (1-2 weeks at Easter). A full calendar will be provided to you during the orientation.



The school term will end around mid June, (classes may end a few days earlier, and the balance of the month is used to wind down and clean up the classes, etc.)

Classes are Monday to Friday. Daily classes for students start at 7:00 a.m. and end at 2:45 pm. Your workday begins at 6:50 a.m. and ends at 3:00 p.m. Over the course of the day, you will have some time to prepare for your classes and to eat lunch. During the week, you will also receive approximately 4 hours of prep time (times vary weekly) while your students attend their physical education, computer, art, or robotic classes.

Colegio Alerce has many extra-curricular activities and events. At times, you may be asked to support or participate in such an event on your own time. These are great opportunities to fully immerse yourself in the school and to learn about this new culture.

Many of our non-Mexican teachers have been with Colegio Alerce for a few years. They fit in with the culture; they enjoy working with the students; and they love the Hermosillo climate and communities. I hope that you will feel the same way and decide to stay and teach with us for many years.



OUR EXPECTATIONS

As in any culture, we expect you to involve yourself in school activities, be an exemplary role model for the students. As a teacher, you will wear many hats. You will be a communicator, a disciplinarian, a conveyor of information, an evaluator, a classroom manager, a counselor, a decision-maker, a member of many teams and groups, and at times, a surrogate parent.

Our expectation is that you arrive to work on time every day, that you are prepared for your classes by planning and using our state to the art tech, complete daily lesson plans, and that you actively and willingly take part in the learning

culture of the school. Upon being hired, you will receive a booklet outlining the school's rules, which you will be asked to review.

While you are strongly encouraged to bring a personal laptop or desktop to help you prepare for classes, the school has computers with Internet, which are available for teachers to prep for classes. You will receive required support and training from your Principal, and you are also encouraged to seek peer-support from the other teachers at the school.

COMPENSATIONS

The cost of living in Mexico is less than that of the US & Canada. American / Canadian teachers have found that this salary allows them to pay for rent; if they live separately, utilities, food, gas, and other living expenses while working and living abroad, saving also a good amount for vacation once a year to Arizona.

There may be opportunities to earn additional wages based on your skill sets and the value they bring to the school (i.e. after-school coaching, tutoring, etc).





ADDITIONAL BENEFITS

- Working Visa; Colegio Alerce will help you to secure this Visa at the school's expense.
- At the end of the school year, the school will pay your round plane ticket to your country of origin.
- Medical insurance will be provided by the school and with that insurance you have coverage in the states as well.
- If you have children, the school's tuition costs are discounted (ask for more info).
- Spanish language classes.

There are also many intangible benefits of working at Colegio Alerce.

These include the tremendous experience of working in a different country, meeting new people (students, parents, other teachers, etc.) from another culture, and having the opportunity to learn or improve your Spanish.

Accommodations:

There are a variety of accommodation options available in Hermosillo, and we will make every effort to help you settle in to your own home or in a shared condo paid by school for six months only.

ADDITIONAL INFORMATION

For additional information, please visit the school's website at:

www.alerce.edu.mx

Also, there are a number of websites that provide information about the city of Hermosillo. One that I recommend is:

<http://visitsonora.mx/en/destinations/main-cities/hermosillo/>

Finally, if you have additional questions or any concerns, please do not hesitate to contact me at:

rh@alerce.edu.mx

Again, thank you for taking the time to review this information. I look forward to hearing from you soon.

Recruitment department

