

CREATIVE ARTS

CHARTER SCHOOL

EST · 1994

The Mission of Creative Arts Charter School is *to engage Kinder-8th grade students in an equitable and academically rigorous education through arts-integrated and interdisciplinary study. Our public school community cultivates curiosity and joy. Students are empowered to develop a sense of self, responsibility, and advocacy to affect and create change in their communities and the world.*

Creative Arts Charter School is committed to ensuring that our students have staff who reflect the diversity and creative mindset of the population in the Bay Area. Diversity creates opportunities for people to engage, understand and respect others whose perspectives, values, beliefs, traditions, and worldviews have been shaped by experiences and backgrounds that may be different from their own, particularly those from historically marginalized and underrepresented groups. These differences may include, but are not limited to: race, ethnicity, culture, religion, language, socioeconomic status, citizenship, national origin, gender, sexual orientation, age, and physical abilities.

We are committed to equitable outcomes for students and believe deeply in diversity of race, ethnicity, gender expression, sexual orientation, religion, nationality, and all the other unique characteristics that make us who we are. Specifically, we:

- Foster and maintain a safe environment of respect and inclusion for, staff, students, and members of the communities we serve

An innovative, arts-integrated, project-based, K-8 charter school

1601 Turk St, San Francisco, CA 94115
Phone: 415.749.2712 • Fax: 415.749.3437

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- Educate our staff, students, and community members in a culturally responsive, trauma informed, and social justice centered approach to education and community building
- Support staff development through teacher induction programs (BTSA), high-quality professional development, arts integration practices, restorative justice training, social-emotional curriculum development, trauma-informed practices, and culturally relevant teaching practices
- We are committed to assessing hiring practices and performance review procedures to attract, retain, and develop talented faculty and staff from diverse backgrounds
- We will address community disparities in areas such as representation, retention, equitable access and learning outcomes in order to serve all community members

We seek educators who believe that the Arts are essential in the process of achieving equity for every student. Creative Arts Charter School has adopted the CREATE CA definition of equity in arts, as below:

“The right of every student to engage and succeed in powerful, high quality, standards-based arts learning PreK-12. All students from every race, culture, language background, geographic region, and socio-economic level must have the opportunity to fully develop their own artistic, cultural, and linguistic heritage while expanding opportunities to study and explore artistic expressions across different cultures and time periods. *We define arts education to include courses

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of study and interdisciplinary learning in dance, music, theatre, and visual and media arts, aligned with the State Standards and reflecting the provisions of the California State Education Code”.

CACS recruits, employs, trains, compensates, promotes, and actively works to retain staff regardless of race, religion, nationality, ethnicity, gender identity, sexual orientation, ability level, age, veteran status, and other protected status as required by applicable law.

Creative Arts Charter School (“CACS”) is an equal opportunity employer.

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