**CITY LIFE**

Denver has the 10th largest downtown area in America, and is one of the most exciting and walkable cities in the world. Whether you are into health and wellness or a foodie, you’ll have plenty to explore here. Big music fan? There is nothing like a night in the open air at the famous Red Rocks Amphitheater. Love sports? The Mile High City is home to a variety of professional sports teams, including the Broncos, Nuggets, Rockies, Avalanche and Rapids.

**OUTDOOR LIVING**

Colorado has 300 days of sunshine a year and incredible views! Colorado’s mild climate boasts all four seasons and moderate temperatures, making it the perfect place for outdoor fun during any season. The metro area has more than 200 parks and 20,000 acres of parkland in the nearby mountains, leaving you with endless outdoor activities — hiking, camping, skiing, snowboarding, white water rafting, biking and much more!
I’m pleased that you are interested in a position with Westminster Public Schools and I am excited to help tell you about us and the rewarding opportunities available to you if you join our team.  

We describe ourselves as a school district “Where Education is Personal,” but it’s more than just a catchy marketing tagline, it’s a deeply held conviction that our job is to ensure that every child realizes their full potential and is ready for the “day after graduation.” As you read through this brochure you will learn more about our remarkable staff and our Competency Based System (CBS), which has received nationwide recognition for its innovative approach to education.  

We hire high quality, passionate people who are interested in shaping the lives of young people and are excited about the opportunity to work collaboratively with their peers in a caring environment where everyone is respected and valued. Education is the most important job in the world, so I thank you for choosing this career path and hope you will look closely at Westminster Public Schools as you consider your future plans.

I’m pleased that you are interested in a position with Westminster Public Schools and I could not imagine working anywhere else. I love the people, students and the community. With our Competency Based System, we are changing the face of education.

Dr. Pamela Swanson  
Superintendent of Schools  
2020 Colorado Superintendent of the Year

WHAT IS A COMPETENCY BASED SYSTEM?  
At Westminster Public Schools, educational is personal. Personalized learning for each and every student is an essential component of our Competency Based System (CBS).  

Westminster Public Schools is an innovator in education, wherein students advance to the next learning level only upon showing mastery of the topic. Educators who have taught in a traditional classroom and in our CBS model tell us they would never return to the old ways of teaching. The need for teachers who understand and practice competency-based education is growing dramatically and newly arriving teachers in Westminster Public Schools receive professional development to ensure they are prepared for the classroom.

CBS students are placed in their appropriate performance level in each content area and advance to the next level when evidence towards proficiency for all learning targets is measured and recorded. There are no traditional letter grades because CBS recognizes that some students will move through a topic quickly while others will need more time.

» Differentiated instruction and support based on individual needs.
» Choice and voice on how to demonstrate proficiency.
» Student ownership of learning by tracking academic and personal goals.
» Students monitor and self-evaluate their learning and those of their peers.
» Students progress in a content area at any point during the year.
» Students pick up at the start of a new year where they left off in the prior year.
» As a system, we advance the whole child by having a strong focus on personal social standards, as well as the mastery of academic content.

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We are on the cutting edge of curriculum instruction and assessment and have the most committed and skilled teachers in the state. Many teachers tell me that after their time here, they would never consider going anywhere else.

Dr. Justin Adcock  
Principal at John E. Flynn Academy

LEONA NEWELL LAWLESS  
principal teacher at Josephine Hodgkins Leadership Academy

I am a proud graduate of Westminster Public Schools and have been teaching for over 30 years. Teaching here has been one of the best decisions of my life; the CBS system allows kids to realize where they are academically and where they are going. We really celebrate their success.

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ANALISA PICCINI  
Teacher at Fairview K-8

WPS HAS ONE OF THE HIGHEST STARTING SALARIES IN THE STATE OF COLORADO

FOR TEACHERS—  
Your first step is to apply for a Colorado Teacher License at www.cde.state.co.us. Once your license is in progress, you may apply for a job at Westminster Public Schools. If you already have a Colorado Teacher License, check with the state to make sure the information is accurate.

FOR OTHER PROFESSIONALS—  
Please visit mywps.org/careers to view our many opportunities!

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