



A LIFE EXPERIENCE



**ESCOLA
AMERICANA
DO RIO
DE JANEIRO**

FIND YOUR PATH



MESSAGE FROM THE HEADMASTER



TO MAKE A DIFFERENCE

This is the common purpose that we share as educators at Escola Americana do Rio de Janeiro. It has been our school's mission for over 80 years and continues to be the fundamental belief that drives all of us as we work with the EARJ community to offer a world-class American international education in the 'cidade maravilhosa'. The history of EARJ is a story of change, of innovation and of ambition. It is a story that has taken EARJ from a small villa on the beach at Ipanema, to the opening in 1971 of our iconic rainforest campus in Gávea, to the more recently opened second campus in Barra, designed to bring an EARJ education to those who live in the rapidly growing western area of Rio de Janeiro.

Our school is unique in many ways, not least because of its alumnae, many of whom are second, third or even fourth generation graduates of EARJ. They help us to remain connected to our past as we look to innovate, change, grow and embrace the world ahead of us. Our community is diverse ethnically, culturally and linguistically. Our student body blends the internationality that comes from so many home nations on our roll, with the international mindedness and global outlook of our Brazilian families who are ambitious for their children to become global citizens. Our faculty body is similarly diverse yet united by both a commitment to the ideals of international education and a joy in being a part of the EARJ story.

In the pages that follow you will read about our school, its history, the city in which we live and the nation that provides such a rich context for the work that we do as educators. You will read about the values we hold and the qualities that distinguish the very best educators who work here at EARJ.

If you want to feel part of something special, and if you want to make a real difference through the work that you do, then maybe EARJ is the kind of community where you will feel at home.

DR. NIGEL J. WINNARD

WHO WE ARE



WELCOME TO THE ESCOLA AMERICANA DO RIO DE JANEIRO, HOME OF THE PANTHERS!

EARJ is a proud community with **over 80 years** of history. We are recognized by our **academic achievements**, our **rich traditions**, and the **generations of successful stories** written by students, teachers, and parents.

OUR PURPOSE

To inspire each child to pursue their passions, strive for excellence, and achieve a fulfilling life.

OUR MISSION

To provide an education which inspires creativity, critical thinking, collaboration, communication and the confidence to lead and excel in an ever-changing global community.

OUR VISION

To be globally recognized as a leading international school in academics, extracurriculars and character development.

OUR VALUES

- Integrity & Respect
- Optimism & Compassion
- Leadership & Community
- Commitment to Learning

+30 NATIONALITIES

3 DIPLOMAS
US HIGH SCHOOL DIPLOMA
BRAZILIAN DIPLOMA
IB DIPLOMA

+1100 STUDENTS



GÁVEA

- Preschool to grade 12
- Over 90 learning spaces
- Housed in the middle of the tropical rainforest



BARRA

- Preschool to grade 12
- Over 50 learning spaces
- An impressive, modern, state-of-the-art campus

CORE EDUCATIONAL BELIEFS

1 We believe that an effective school puts learning at the heart of all that it does.

2 We believe that an effective school defines learning as: conceptual, competency-based, and inquiry driven; social, collaborative, creative, and endures over time; connected, contextual, and coherent.

3 We believe that an effective school is committed to the development of all aspects of the human experience in each individual student.

4 We believe that an effective school makes purposeful use of the built environment to inspire high quality teaching and learning.

5 We believe that an effective school is served by an environment that embraces play, fosters exploration, inspires thoughtful inquiry, and nurtures community.

6 We believe that an effective school makes informed use of research-based educational practice to drive learning, to shape priorities, and frame decision making.

7 We believe that an effective school is intentional in how it models ethical behavior, responsible citizenship and social responsibility.

8 We believe that an effective school encourages and supports all members of the community to be lifelong learners in a spirit of engaged community and partnership in learning.

9 We believe that an ethical school inspires its students to be informed and responsible stewards of the planet.

FIND YOUR PATH

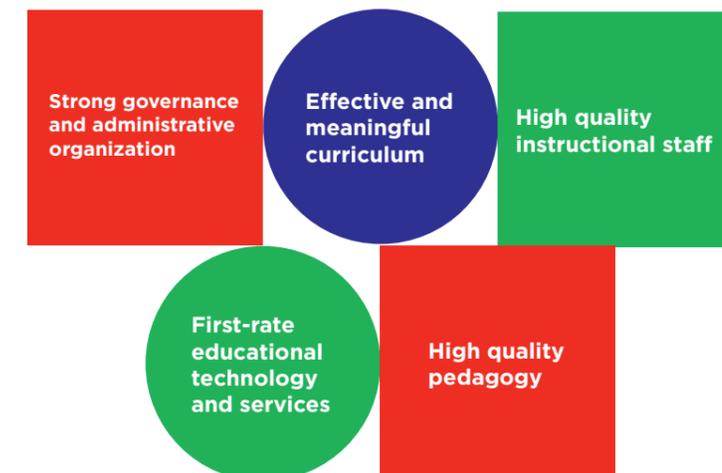
Our **Lower School program** is delivered by highly qualified and dedicated professional faculty. It comprises a **Montessori-inspired approach to Pre-School education**, currently followed by a **Common Core driven Elementary program** through Grade 5. We employ **Readers & Writers workshop**, and Engage **NY Math educational frameworks**. Our Lower School students are taught by specialist teachers for Portuguese, Art, Music, PE and Technology. In addition, our Lower School students have access to the **After School Activities program**, where over **20 different activities** are offered as an integral part of a student's development at EARJ. The future of Lower School is incredibly exciting. EARJ is now a candidate school with the **International Baccalaureate Primary Years Programme!** The **PYP** is designed for children ages 3 to 12, which would be our Lower School students at EARJ. The program focuses on the **development of the whole child as an inquirer**, both in the classroom and in the world outside.

Our **Upper School program** is likewise delivered by highly qualified and dedicated professional faculty. It comprises a **Common Core driven** curriculum from Grades 6 to 10, with the **IB Diploma** forming our core curriculum in Grades 11 and 12. EARJ is also fully committed in becoming an IB Continuum School and is beginning the journey by entering into the consideration phase for the MYP. With the adoption of the IB Continuum, our students will have a **strong foundation to find their path and become lifelong learners**.

Our students have the unique opportunity to graduate with **three Diplomas: the IB Diploma; the US High School Diploma; and the Brazilian Ensino Médio**. Each year more than 90% of our graduates are accepted to leading **universities in the US, Canada, the UK** and other countries outside of Brazil.

A PATH OF OUR OWN

EARJ is at an exciting phase of its journey. In co-creation with our community, we have established the EARJ Strategic Intentions 2018 - 2022, a framework that provides direction for our school ensuring that we are well-served by 5 enabling conditions:





THE EARJ COMMUNITY IS UNIQUE, DIVERSE,
DETERMINED, ACTIVE AND COLLABORATIVE.

OUR SENSE OF COMMUNITY

We are committed to the ideals of **international education** and enjoy being a part of the EARJ story.

Our active and diverse **community of over 30 nationalities** supports, engages and invests in the welfare of our institution. Parents, teachers, students, faculty & staff, alumni. **All come together** relentlessly to promote and to **build best practices**.

The EARJ Community is unique, diverse, determined, active and collaborative.

THE PARENT COMMUNITY is a key constituency that makes a significant and very special contribution to our school. We have two hard working **PTA chapters**, in Gávea and in Barra, who do so much to build school spirit and to invigorate our sense of community, and we will continue to invest time and energy in our partnership activities, to ensure that we remain true to our belief in this alliance.

THE STUDENT ENGAGEMENT with local communities and associations is a beautiful, substantial work that has been built in student's culture from early Kindergarten years through High School. In the Gávea Campus students work relentlessly to build bridges with the Rocinha local community that range from Milk Campaign donations to Music, Sports, Theatre and Arts programs. Our Barra students also accomplish impressive projects on social responsibility, including Mobility Awareness, Milk, Toys & Clothing Campaigns and a collaboration with SUIPA - who cares for stray animals, to name a few.

ATHLETICS | HOME OF THE PANTHERS!

At EARJ we aim to provide character values, physical and mental well-being, and lifelong healthy habits through sports practice.

The **EARJ Panthers** represent our community with dignity, fair play, respect and great talent beyond fields and courts. The Middle School Little 8 and Friendship Festivals, the High School Big 4 and Big 8 are tournaments where the top American and British schools in South America get together for exciting and challenging week-long sports competition. One of the many tournaments that our fierce Panthers are proud to participate in, include; Basketball Leagues in Rio and Brasília; Soccer, Volleyball, Softball, and Futsal tournaments in Rio.



“MY TEAM HAS BEEN SO HELPFUL TO ME THIS YEAR. OUR PRINCIPAL HAS BEEN VERY SUPPORTIVE AND IS ALWAYS WILLING TO HELP IN ANY WAY POSSIBLE.”*



A PROFESSIONAL HOME

Our Educators are passionate about learning, culturally **open minded** and eager to broaden personal experiences. They are thrilled by excellence in academic profile, **take balanced risks**, and are comfortable with failures. There is a **huge desire to connect** with others with an optimistic outlook on the world.

EARJ is a **member** of a diverse number of **important institutions** and has the commitment to provide **Professional Development** for all of our faculty talents. We encourage our Teachers to participate in courses, symposiums, conferences, cross-campus knowledge sharing and other activities by funding their enrollment and aiming to support their continued growth.

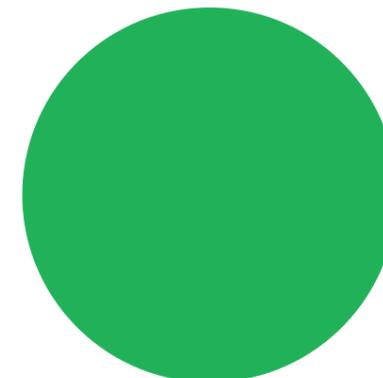
“IT IS A SCHOOL FULL OF DEDICATED TEACHERS, ASSISTANTS, AND OTHER STAFF MEMBERS WHO WORK HARD TO SEE STUDENTS SUCCEED.”*



“AT EARJ THERE ARE HIGH STANDARDS AND CARING, PROFESSIONALS”*



“I LOVE THE FRIENDLINESS AND CONSIDERATION EARJ STAFF HAS TO MAKE US FEEL COMFORTABLE AND LISTENED TO AT ALL TIMES.”*



*Source: Climate Survey

THE EARJ EDUCATOR PROFILE

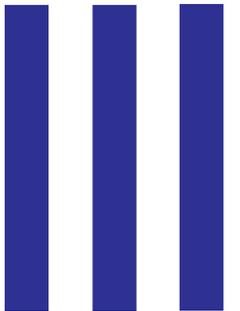
EARJ is totally committed to safeguarding the welfare of children and young people and expects the same from its employees. All new staff will be subject to rigorous checks and the interview process will include safeguarding and staff conduct.

PROFESSIONAL PROFILE
3-5 years qualified teaching experience
MA in Education
Prior international school teaching experience
Prior experience working in multilingual classrooms
A motivated learner who accepts responsibility for their own growth
Thrives in an atmosphere of transformational leadership
Teaches students not subjects
Passionate about learning and skilled in high-impact 21st century instruction
Pursues continuous improvement of professional practice

PERSONAL PROFILE
Culturally open minded and eager to broaden personal experiences
Demonstrates a growth mindset in their engagement with the world
Demonstrates a willingness to take balanced risks, is resilient and comfortable with failure
Sees value and possibility in uncertainty
Has an optimistic outlook on the world
Has a desire to connect with others
Has a robust sense of self
Puts people ahead of things
Committed to child protection



EARJ IS AT AN EXCITING PHASE OF ITS JOURNEY



BENEFITS



HOUSING

EARJ provides rent-free furnished accommodation in Rio de Janeiro for the duration of the work contract, including rent and mandatory taxes up to the school's assigned limits.

RELOCATION ALLOWANCE

Shipping allowance for personal effects of up to US\$1,000, equivalent in Brazilian Reals, against receipts, for shipping personal effects to Rio de Janeiro. This benefit applies only at the initial relocation and at the end of services.

FOREIGN EXCHANGE RATE PROTECTION

As per contract, this is a mechanism that is designed to reduce the impact of significant changes to the Real / US Dollar exchange rate.

ANNUAL FLIGHT

The employee, and dependents resident in Brazil living with the employee, shall be provided with annual (June/July) round trip air travel to home of record.

INTERNATIONAL HEALTH INSURANCE

The employee and dependents resident in Brazil receive comprehensive private health care. The plan has international coverage, including the US, covers non-pre-existing conditions and its deductibles are covered by EARJ. Coverage includes dental, vision and wellness up to set limits as per the company's insurance schedule. Evacuation and repatriation in the event of a medical emergency for employee and dependents are also covered, should appropriate medical cover not be available in Brazil.

LEAVE ALLOWANCES

A variety of paid and unpaid leave arrangements are accessible to employees to enable them to balance their work and personal lives, and for other purposes in accordance with the Union Agreement and relevant Legislation.

LIFE INSURANCE

The employee and dependents contractually recognized by the school as resident in Brazil are provided with life insurance at no cost to the employee.

PORTUGUESE CLASSES

Customized group portuguese classes are offered to new hires during the settling in period to help them adapt to the city and local culture.

SHUTTLE TO ACCESSIBLE LOCATIONS ON A FIRST-COME-FIRST-SERVE BASIS

The school provides free week-day shuttle services, on a first-come-first-serve basis to accessible locations in the city according to a published schedule.

VISA PROCUREMENT ASSISTANCE

The school shall cover costs relating to visa procurement process on the understanding that any required documentation is made available by the employee.

RETIREMENT/SEVERANCE OF 8% ANNUAL SALARY

Brazilian law requires employers to contribute to a Severance Indemnity Fund (FGTS) for all employees. The account balance of FGTS is formed by monthly deposits made by the School equivalent to 8% of the employee's salary. Note that the FGTS balance can only be withdrawn by the employee upon completion of the work contract.

LUNCH AND BREAKFAST

These are provided at school during the scheduled work week at no cost to the employee.

TUITION

School fees are free for the children of faculty members.

A LIFE EXPERIENCE IN RIO DE JANEIRO



Rio is the greatest attraction of Brazil and one of the **most popular destinations** of the world. The first thing you notice upon arrival in Rio de Janeiro is the **friendly reception** and the *Cariocas'* - how we call Rio locals - enjoyable way of living. The contrast of the old colonial architecture with the flashy modern buildings, and the tropical rainforest extending down to the sea, makes Rio one of the **most beautiful cities in the world**, internationally known as the "Wonderful City" - "Cidade Maravilhosa".

Life is exciting here so people spend a lot of time visiting touristic sites, beaches, restaurants, exercising, hiking, etc. The city of Rio offers **a wide variety of outdoor and cultural activities**, and access to neighboring cities in the state of Rio de Janeiro is easy, which enriches the experience.

It is not uncommon to see that many choose to leave the city to explore on the weekends and during vacations. Places like Buzios and Angra dos Reis have famous beaches and islands respectively. At the same time, cities like Petrópolis, Itaipava and Teresópolis have lower temperatures in the mountain side of the state, with great hotel options. Last but not least, historical cities like Paraty and Vassouras are a must see, as they preserve the architecture from the colonial times where Brazil was part of Portugal.



CLIMATE

 SUMMER	 FALL	 WINTER	 SPRING
(DEC - MAR) <ul style="list-style-type: none">. Hot and humid. Temperatures easily reaching 104°F. Flash thunderstorms	(MAR - JUNE) <ul style="list-style-type: none">. Rainiest season. Warm temperature	(JUNE - SEPT) <ul style="list-style-type: none">. Precipitation is at its lowest point. Cool, but never cold	(SEPT - DEC) <ul style="list-style-type: none">. Humidity is low. Warm temperature



🏠 HOUSING

There are many types of housing available. The neighborhoods where the school campuses are located (Gávea and Barra da Tijuca) are one of the most expensive ones in Rio. Living further away from the school will stretch your budget, but there are many nice apartments around **30 minutes away, by bus, from school.**

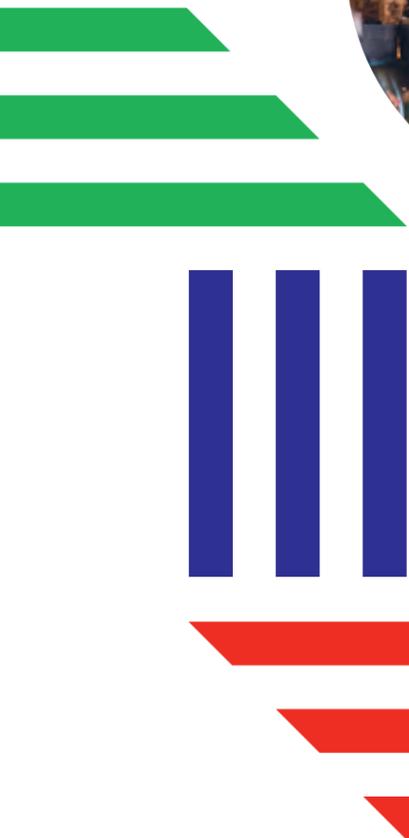
🚗 TRANSPORTATION

There are several means of transportation available in the city and many teachers navigate the **bus/van or subway system.** Owning a vehicle enables newcomers to explore the lovely countryside of Rio de Janeiro, but buying a car may be expensive.

The subway is a great way to get around. Another efficient and inexpensive way to get around in Rio is by bus. It can seem overwhelming at first as there are many bus lines and bus stops, but over time, you'll get the hang of it. You can also download and use the app Moovit. Cabs are everywhere and are more expensive but are a quicker and safer option to buses. There are many apps that work and track your routes (Uber, Cabify, 99, Easy Taxi, etc.).

💬 LANGUAGE

People on the street do not usually speak English, but they are very patient in trying to understand you. EARJ offers to the new teachers a Portuguese course that enables basic Portuguese communication.



BUDDY LIST

Get to know our teachers and the lives they live!

BARRA CAMPUS

LISA LITTLE

llittle@earj.com.br

Elementary teacher at EARJ since 2019

Division: LS

Nationality: Canadian

Married: Yes

Kids: 1, attending university

Interests: Loves to travel, run, maintain a visual arts blog and channel, and bake delicious desserts.



SARAH JARRELL

sjarrell@earj.com.br

Elementary teacher at EARJ since 2020

Division: LS

Nationality: American

Married: Teaching couple

Kids: 0

Interests: My passions are drawing, painting, playing the piano, Disney movies, teaching, and traveling.



JONATHAN MENKE

jmenke@earj.com.br

Elementary teacher at EARJ since 2019

Division: LS

Nationality: American

Married: No

Kids: 0

Interests: Loves travelling, golf, guitar, scuba diving and wilderness backpacking.



JARRETT DUNBAR

jdunbar@earj.com.br

Design/ Digital Arts Teacher at EARJ since 2020

Division: US

Nationality: American

Married: Teaching couple

Kids: 0

Interests: Sports, designing and making, card game nights, arts, and spending time with family, friends, and my dog.



ANGELA GAVIRIA

agaviria@earj.com.br

Learning Support Teacher at EARJ since 2019

Division: US

Nationality: American

Married: No

Kids: 2, already in college

Interests: Enjoys meditating, hiking, exploring new places, walking on the beach and swimming. Loves to dance!



MARY JO

mrawleigh@earj.com.br

Mathematics teacher at EARJ since 2019

Division: US

Nationality: Canadian

Married: No

Kids: 2

Interests: Enjoys reading and listening to music, travelling, taking lots of pictures and learning about new cultures.



GÁVEA CAMPUS

HEATHER RASAMEETHAM

hrasameetham@earj.com.br

Elementary teacher at EARJ since 2017

Division: LS

Nationality: American/ Thai

Married: No

Kids: 0

Interests: Crossfit, hiking, exploring the city and culture in Rio, and animals!



CAITLIN JOYCE

cjoyce@earj.com.br

Elementary Teacher at EARJ since 2020

Division: LS

Nationality: American

Married: Yes

Kids: 2

Interests: I am passionate about teaching, photography, travel, and my family.



CORRY JOHNSON

cjohnson@earj.com.br

Mathematics Teacher at EARJ since 2020

Division: US

Nationality: American

Married: Yes

Kids: 0

Interests: Enjoys fishing, art, reading, being in nature, and live music.



KENNETH HORROCKS

khorrocks@earj.com.br

Biology Teacher at EARJ since 2018

Division: US

Nationality: American

Married: No

Kids: 0

Interests: Surfing, rock climbing, hiking, exploring, fine dining and live music, forró and latin dancing, Brazilian culture especially Samba!



ERIN WILLIAMS

ewilliams@earj.com.br

Makerspace/Technology Teacher at EARJ since 2018

Division: US

Nationality: American

Married: Yes

Kids: 0

Interests: Enjoys snorkeling, reading, traveling, food tours and hanging out with her beloved cat.



LARS HANSEN

lhansen@earj.com.br

History Teacher at EARJ since 2018

Division: US

Nationality: British/ Australian

Married: Yes

Kids: 0

Interests: Travelling, learning to cook (and eat!) food from around the world, and music of all sorts.



BARRA DE TIJUCA

Rua Colbert Coelho, 155
Barra de Tijuca
CEP 22793-313
Phone: (55 21) 3747-2000

GÁVEA

Estrada da Gávea, 132
Gávea | Cep 22451-263
Phone: (55 21) 2125-9000
Us Call: (916) 458-5932

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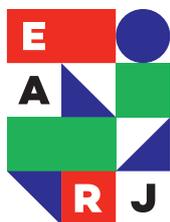
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