



Join Tenacity as a 2021-22 AmeriCorps Fellow!

About Tenacity

Tenacity is a Boston-based youth development organization focused on closing the achievement and opportunity gaps. From elementary school through college and beyond, Tenacity offers a unique Pathway with a whole-child approach that combines literacy and life skills instruction, mentoring, family engagement, and tennis/fitness coaching to unlock potential and empower students.

The youth served by Tenacity's Pathway programs develop self-confidence and positive identities as students, mentors, and leaders. The effectiveness of Tenacity's approach is striking: a 95% high school graduation rate and 80% rate of enrolling in higher education. Tenacity is a dedicated partner of Boston Public Schools.

About Serving as an AmeriCorps Member with Tenacity

AmeriCorps Fellows power the Middle School Academy, the core and most intensive element in Tenacity's Pathway. Small teams of AmeriCorps Fellows serve at each of Tenacity's 4 partner middle schools, offering individual and group support to students. As part of their service experience from August through June, Fellows:

- Deliver literacy and tennis/fitness curricula, provide academic and high school planning support, lead field trips, and engage families
- Develop their teaching, professional, communication, career development, and leadership skills and networks
- Serve alongside and with the day-to-day support of Tenacity's professional, school-based staff
- Attend regular team-building and professional development events

Fellows typically serve in school buildings; during the pandemic Fellows are serving remotely. Decisions about service delivery being in-person or remote will be made in collaborations with Tenacity's Boston Public Schools partners.

Core Responsibilities

AmeriCorps Fellows collaborate with their assigned teams of Staff and Fellows to provide excellent programming to Tenacity students. AmeriCorps Fellows:

- Deliver curricula for literacy, high school selection, tennis/fitness, and tutoring
- Collaborate with school-based teams, attending Tenacity meetings and school meetings for planning and student support
- Develop lesson plans for literacy and tennis/fitness activities
- Support students in developing critical social, emotional, and life skills, through individual and small group support
- Design and lead an elective (topics are determined based on each Fellow's interests and experiences)
- Provide student academic support through "pushing in" to classes if requested by teachers and/or school principals
- Engage families through scheduled visits and workshops, as well as as-needed outreach

- Each Fellow serves in a “specialty role” such as Family Engagement Fellow, Academic Fellow, and Tennis Fellow. Fellows take a larger leadership role for their assigned specialty role – for example Academic Fellows take a leadership role in literacy planning, Tennis Fellows with fitness planning, and Family Engagement Fellows with family events and outreach materials. Fellows provide input to Site Directors in determining specialty roles.

AmeriCorps Fellows also engage actively in their own learning and as members of the broader Tenacity team. Fellows:

- Engage fully in trainings, which include a two-week orientation at the start of service and regular trainings throughout the year; training focuses on Tenacity’s model, teaching and coaching skills, inclusive family engagement, as well as leadership and career development and more
- Learn and collaborate through regular meetings with school-based Tenacity Staff and AmeriCorps program staff
- Attend Tenacity-wide team meetings
- Participate in three performance evaluations

Throughout their service, AmeriCorps Fellows represent Tenacity and AmeriCorps, support school partnership, and drive positive student outcomes in alignment with policies and professional expectations.

Additional Responsibilities

In addition, Fellows also:

- Plan and lead field trips and high school visits
- Prepare newsletters for family outreach
- Lead small group book clubs and other specialized program activities
- Administer surveys or other tools for data collection on student performance
- Assist in student recruitment
- Complete administrative needs such as timesheets and email management in a professional and timely manner
- Contribute to the planning of (and attend) mid-year and end-of-year ceremonies celebrating student achievements
- Serve as a bus chaperone and support other programmatic logistics

Life as a Tenacity AmeriCorps Fellow

AmeriCorps Fellows serve:

- Full-time, Mondays through Fridays, from mid-August through the end of June
- During hours determined by site placement – some Tenacity programs operate during school hours and some during a later shift that provides after-school hours programming
- On selected days (with advanced notice), attending training and team-building at the Tenacity office or other locations
- From time to time, on evenings and weekends (with advanced notice)
- In community projects on service days, alongside other AmeriCorps Fellows
- As a member of Greater Boston’s strong AmeriCorps community

Who Should Serve

Tenacity is looking for AmeriCorps Fellows who:

- Are excited about working with youth in schools

- Believe that academics and fitness can support one another
- Want to build skills, learn new things, and challenge themselves

AmeriCorps Fellows do not need to have prior tennis experience.

Benefits to Fellows

AmeriCorps Fellows receive, as a result of completing their service term:

- \$17,000 living stipend over the course of the program year, in bi-weekly installments
- An AmeriCorps education award of \$6,195 upon successful completion of all requirements (pending eligibility)
- More than 100 hours of professional development
- Access to healthcare coverage, sponsored childcare, and loan forbearance (as determined by AmeriCorps), and SNAP benefits (pending eligibility)
- Monthly MBTA pass (or equivalent reimbursement)
- Generous time off
- Participation in the network of over 1 Million AmeriCorps members and alumni who have strengthened their communities and their own skills!

Tenacity does not discriminate toward individuals on the basis of age, race, gender, color, national origin, ability, religion, marital status, or sexual orientation or identity. Tenacity seeks to nurture diversity among its many members. When requested, Tenacity will make reasonable accommodations for individuals with a permanent or temporary disability.