



SOAR Academy Public Charter School Founding Teacher Job Description

SOAR Academy is a Direct Instruction K-8 school, opening in the Fall of 2015, where all learners are provided with a highly rigorous, engaging and personalized education. SOAR seeks to attract a student population representative of Tacoma and Pierce County. Through a belief in culturally responsive pedagogy, and strategic arts integration in dance, we will ensure all learners are developing critical habits of mind necessary in both academics and life. All students will be prepared to be productive, contributing members of the 21st century global community and economy. SOAR Academy prides itself on setting the bar high, where “Excellence is the Standard.”

We are seeking Kindergarten and First Grade founding teachers to join our founding school team. At SOAR Academy, our General Education teachers team-teach and specialize in content areas. This means that we will be looking for teachers to specialize in Math/Science in Kindergarten and First Grade; as well as Language Arts and Social Studies. There are a series of basic beliefs and expectations upon which SOAR Academy bases its culture and a shared understanding of these beliefs is essential. These include:

Urgency of Mission and Eliminating the Achievement Gap

- Expresses a desire to work with low income students
- Believes that all students can and will go to college or successful careers
- Recognizes that families influence student achievement
- Actively seeks knowledge of student/family background
- Makes decisions about what is right for kids rather than what is right for adults

Cultural Responsiveness

- Actively seeks knowledge of student/family background
- Uses multiple approaches based on student needs and learning styles
- Is knowledgeable about the community/ demographics
- Values diversity
- Seeks to impact cycles of poverty, social reproduction and social injustice by creating safe space for students to grapple with these topics.

Rigor

- Demonstrates knowledge of planning rigorous lessons, selecting instructional strategies, and assessing students.
- Displays thorough knowledge of lesson content
- Presents content in a way that is clear, logical and concise
- Uses data effectively to monitor student growth and adjust teaching as needed to meet students needs

Maintains High Academic & Behavioral Expectations

- Manages classroom effectively and in a way that is culturally competent
- Plans, facilitates and executes a comprehensive plan and outcomes for students social/emotional development
- Believes/Creates an environment/empowers in the potential of all students to be successful self managers
- Promotes participant persistence to get correct responses by addressing incorrect answers or confusion
- Intentionally engages all participants actively in the lesson (through questioning, hand signals, note taking, etc.)

Professional and Community Expectations

- Exhibit a level of risk-taking/courageousness/push back against traditional norms
- Consistently seek ways in which to partner with parents/community as critical partners in students education
- Constantly reflect on teaching practices to ensure that all aspect of classroom instruction are intentional and demonstrate best practice
- Maintain a classroom where visitors are welcome and peer observation is the norm
- Demonstrate critical reasoning as a professional preparation, appearance, and communication.

Work Year:

Official work begins on July 27, 2015. We will have several Saturday and evening events during the spring of 2015 to meet other staff members and help shape the direction of the curriculum and school plans.

Salary:

Salary will be commensurate with education and experience. Benefits will be provided with full-time employment.

Hiring Process:

Please email a resume and cover letter to jobs@soaracademies.org. Qualified candidates

will receive a screening interview and further information regarding the process.

Minimum Qualifications:

- A Bachelor's Degree, and valid Washington State teaching certificate
- Experience in data analysis and instructional design using data
- Excellent relationship building and communication skills with adults and students alike
- Growth mindset and belief that all children can learn and achieve at high levels
- Team player willing to roll up their sleeves to get the job done
- Ability to multi-task in a fast-paced, dynamic environment
- Ability to work independently and as a member of a team
- Excellent organizational, planning and implementation skills
- Excellent writing, communication and presentation skills
- Experience working with diverse students and families, and a commitment for advocating for all children
- Strong technology skills - proficiency in Microsoft Office (Word, Excel, PowerPoint)

Preferred Qualifications:

- Minimum 3 years teaching experience in an urban setting
- Data that shows classroom student achievement at high levels in a diverse setting
- Fluency in one of the following languages: Spanish, Vietnamese
- Masters Degree

***Certification:**

Teachers with certification in other states will be strongly considered. Washington State has a process for converting certificates from other states and there is significant variability between states on the conversion process. Candidates will be responsible for completing all steps toward Washington state certification in order to begin work in SOAR Academy.

Equal Employment Opportunity Commitment

SOAR Academy is an equal opportunity employer and thus affords equal employment and advancement opportunity to all qualified individuals without regard to race, creed, color, religion, national origin, ancestry, gender, sexual orientation, pregnancy, age, disability, marital status, medical condition, or any other classification and provides equal access to the Boy Scouts and other designated youth group that is protected under applicable local, state or federal law. The following employee has been designated to handle questions and complaints of alleged discrimination:

SOAR Academy Human Resources
2136 MLK Jr Way Tacoma WA 98406

jobs@soaracademies.org
253-444-6759