



The freedom to be. The responsibility to do.

Job Title: STEM Teacher

Department: Faculty

Classification: Faculty

Salary: \$50,000.00 - \$60,000 paid annually

Benefits: Health Insurance, Dental, Vision, Life Insurance, Retirement, Short Term and Long Term Disability, Employee Assistance Program, Wellness Program, Paid Time Off

Length of Contract: 10 months: Full-Time Position: Monday - Friday with Occasional Evenings and Weekends

Typical Work Hours: 8:00 am - 3:30 pm

Reports to: Head of School

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees may be required to follow other job-related instructions and to perform other job-related duties as requested, subject to all applicable state and federal laws. Certain job functions described herein may be subject to possible modification per applicable state and federal laws.

Job Summary

Lynnhaven is a progressive, coeducational high school of 70 students located in Richmond, VA. Lynnhaven School is committed to cultivating and sustaining an educational community that values difference. Our commitment to social justice work is embedded in our [ethos](#). The ideal candidate will be eager to use an inclusive, social justice lens in their work with all students and adults on campus. Building a just and inclusive community is a shared responsibility, and Lynnhaven supports all its employees in developing this critical skill set. The STEM teacher is responsible for teaching science, technology, and math classes in grades 9-12 five days a week. STEM at Lynnhaven School integrates science, technology, and math; all STEM classes include a heavy focus on action research and practical skills. Lynnhaven School is a community-oriented organization that values its employees and supports the continued growth and education of all its staff. We aim to have a work environment that mirrors our school, with staff loving to come in each day just as much as our students love coming to school. Working at Lynnhaven should be as much of a joy as the learning experiences are, and we aim to inspire future leaders in progressive education. Teaching at Lynnhaven School requires teachers to put student learning

first, demonstrating excellence in the subject-area matter and progressive teaching pedagogy. Teachers are expected to regularly reflect and research up-to-date teaching strategies for continuous improvement, for their own and students' benefit. Teaching at Lynnhaven School assumes a role beyond the classroom. Applicants must demonstrate the ability to work and communicate collaboratively within a team, assist with the holistic development of students and the school, and be open and willing to undertake duties in addition to their teaching duties.

The STEM Teacher is expected to:

Instructional Planning

- Develop epics (see [agile classroom](#)) for STEM classes using the [understanding-by-design](#) model in which planning follows these three steps: 1) identifying standards-aligned desired results (in terms of acquisition, meaning, and transfer); 2) designing performance tasks/assessments that provide evidence of learning; and 3) creating a learning plan; STEM units must integrate science, technology, and math standards.
- Involve students in planning for their own learning through appropriate and regular assessment
- Ensure planning which builds on students' previous knowledge and experience, working towards school and grade-specific learning objectives and goals
- Plan significant units of work within a framework of continuity and progression
- Ensure planning which emphasizes connections between curriculum areas
- Ensure planning which accommodates a range of ability levels

Teaching

- Set high expectations and standards in the classroom, maintain strong classroom management, and hold students accountable for upholding school rules, student-developed norms, and classroom expectations
- Regularly update pedagogical and subject knowledge
- Use a variety of different teaching strategies and resources to motivate and cater to a variety of different learning situations and styles to build on students' knowledge
- Empower students to feel responsible and to take action
- Involve students actively in their own learning
- Pursue open-ended inquiry, project-based learning, and real-life investigations
- Address the needs of students with different levels and types of ability
- Use and develop course materials and resources to enhance the delivery of the curriculum
- Serve as an advisor to a group of 12 to 15 students who you meet with daily and to whom you provide support; develop a sense of community within the advisory group and implement any advisory curriculum; celebrate student success at least weekly

- Ensure planning and delivery of an after-school club or sport at the school
- Maintain open and consistent communication with students and their families about their academic progress, health success, and needs, parenting success and needs, individual graduation plans, and college planning; communicate proactively with colleagues about student needs to ensure integrated support
- Are committed to restorative justice as a means of addressing conflicts or challenges in the community, whether between students, staff members, or students and staff members
- Are committed to inclusive excellence and are willing to engage in conversations about privilege, power, and equity and are willing to invest time in community-building and professional development based on inclusive excellence
- Are active participants in a supportive professional community that fosters respect, trust, honesty, risk-taking, open-mindedness, flexibility, collaboration, and continuous improvement
- Can operate in a demanding but rewarding environment that requires staff to be flexible in problem solvers who manage ambiguity and challenges well
- Will dedicate themselves to the school's mission and vision, adopting a "whatever-it-takes" attitude in helping our students succeed
- Engage in rigorous professional development to build on both personal and school-wide strengths and areas of growth to promote the school's mission and vision

Required Qualifications:

Required qualifications to effectively perform the job at the time of hire will include an equivalent combination of education, training, and experience. Additional requirements and/or substitutions may be requested and require the approval of the Head of School. The STEM teacher is expected to:

- Have three to five years of experience
- Have a bachelor's degree and/or secondary teaching license in mathematics or science
- Be a highly collaborative, results-oriented, adaptable, problem-solving self-starter
- Embrace using data to inform instructional planning and practice
- Comfortable sharing and analyzing student performance results and having humility in constantly working to improve instructional practices
- Experience in standards-based, backward planning
- Experience working in an entrepreneurial, dynamic school or related demanding environment
- Be positive, thoughtful, passionate, motivating, and empowering with students.
- Have excellent written and verbal communication skills
- Be computer savvy, with proficiency in email, word processing, spreadsheets, Google Docs, etc.; ideally have experience using iPads in the classroom

Workplace Expectations:

Lynnhaven School believes everyone contributes significantly to our success. That contribution should not be limited to assigned responsibilities, job titles, seniority, or tenure. Therefore, this position description is designed to define primary duties, qualifications, and job scope, but it should not limit the incumbent nor Lynnhaven School to the work identified. We expect that every employee, no matter their position, will offer his/her/their services wherever and whenever necessary to ensure the success of Lynnhaven's goals.

1. Work effectively with and respond to people from diverse cultures or backgrounds
2. Demonstrate professionalism and appropriate judgment in behavior, speech, and dress in a neat, clean, and appropriate professional manner for the assignment and work setting
3. Have regular and punctual attendance
4. Confer regularly with other staff and immediate supervisor
5. Follow all school policies, work procedures, and reasonable requests
6. Maintain the integrity of confidential information

Physical Requirements

The physical demands described below represent those that an employee must meet to perform the essential functions of this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

1. Must be able to sit for extended periods of time
2. Must be able to lift items weighing up to 25 lbs occasionally
3. Frequently required to talk and listen
4. Must be able to regularly use repetitive wrist/hand/finger movement to work on the computer and/or related office equipment

COVID-19 and Infectious Diseases

Lynnhaven School requires that all employees be fully COVID-19 vaccinated

Diversity and Inclusion

Lynnhaven values diversity, equity, and inclusion. Please read the following statement.

“At the Lynnhaven School, we welcome all people. We honor and celebrate diversity and inclusion as our guiding principles for educating our students and supporting them as future leaders. We are committed to infusing diverse views and ideas. We strive for an environment where people can participate equally and fully as their true selves. We believe all individuals can effectively engage in a community grounded in understanding. Just as the different petals belong to one Sassafras tree leaf, at Lynnhaven, everyone belongs.

All employees must affirm they will adhere to the above diversity and inclusion statement.

Mandatory Child Abuse Reporting:

Lynnhaven employees are mandated child abuse reporters pursuant to § 63.2-1509 of the Code of Virginia; Mandated reporters shall report immediately any suspected abuse or neglect that they learn of in their professional or official capacity unless the person has actual knowledge that the same matter has already been reported to the local department or the department's toll-free child abuse and neglect hotline.

Background Check

The individual must be able to successfully pass a state and federal criminal background check prior to employment.