Upper School English Teacher
Job Posting

Founded in 1728, Norfolk Academy is an independent, nonsectarian, coeducational day school of approximately 1200 students in grades 1-12. Located on a 72-acre campus in the Hampton Roads area of Virginia, the school for generations has prepared young men and women not only for the most selective colleges and universities in the country but also for lives of learning, leadership, and service. An honor system is central to the school’s philosophy, as are traditions such as a public speaking program, family-style lunches with faculty and students sharing the midday meal together, open lockers, and daily assembly. A recently completed $68 million capital campaign has provided the school a national-caliber leadership center, a state-of-the-art athletic stadium and track, and major additions to the Lower School and dining facilities. Norfolk Academy enjoys a position among the top handful of independent day schools in the country.

Position Summary:
The Tunstall Upper School of Norfolk Academy is currently seeking a full-time English teacher. Successful candidates must embrace student-centered pedagogy in the classroom, model curiosity and a desire for professional growth, collaborate with colleagues, and exhibit a desire to build positive and meaningful relationships with students, colleagues, administrators, and parents in a manner consistent with the Academy’s philosophy and objectives. We value honor, integrity and relationships as a school community, and alignment with those values is expected of all faculty and staff.

Position Category: Exempt. 10 months (mid-August to mid-June).

Essential Function:
The Upper School English sequence includes a year-long English 10 course (Introduction to British and American Literature) followed by four semesters of English 11-12 courses, offering in-depth explorations of literature by theme and designated either regular-level or advanced-level. This position requires the ability to teach both English 10 and English 11-12 proficiently. In addition, it requires a teacher with a strong background in literature, essay writing, and creative writing, and with the ability to work collectively and individually with students on the writing process, helping them to develop their own powers of observation, critical thinking, communication, and self-expression.

Responsibilities include:
- Teaching four sections in the English department
- Attending faculty meetings and managing other basic professional obligations
- Contributing to the larger school community through coaching two seasons or sponsoring extra-curricular programs
- Serving as a faculty advisor to upper school students
- Presiding at a table with students for daily seated lunch
- Performing other duties as assigned

Required Qualifications:
• Bachelor's degree in English, Comparative Literature, or a humanities-based major with an emphasis on the study of literature, or a bachelor's degree in Education with a concentration in one of the above majors; Master of Arts in English or Literature preferred
• Previous experience teaching English and Literature courses at the high school level
• Experience coaching or sponsoring an extra-curricular activity

Required Competencies:
• Dedication and commitment to the well-being and growth of children
• An understanding of and a commitment to the school’s values, as outlined in the Philosophy, Objectives, and Diversity, Equity, & Justice Statement
• A comprehensive understanding of the field of education and a demonstrated willingness to explore and embrace new pedagogical practices, technologies, and developing trends
• Strong written and verbal communication skills, with the ability to engage various audiences, as well as clearly share insights about students and student needs
• Ability to cultivate meaningful relationships with all constituents with a focus on what is best for each child, with the understanding of the importance of maintaining confidentiality as needed
• Demonstrates initiative and is a self-starter who is adaptable, possessing a growth mindset with the ability to think critically, problem-solve, and plan effectively

Physical Demands
• Ability to walk, sit, or stand for extended periods of time
• Must be able to lift up to 20 pounds at a time

Salary and Benefits
• Norfolk Academy offers competitive salaries and comprehensive health coverage for employees and their eligible dependents
• Norfolk Academy is committed to the professional growth and development of its faculty. Teachers enjoy access to broad grant and professional development programs, including a professional growth summer grant program and continuing education funding for graduate work, as well as conference attendance and/or professional growth opportunities provide significant, broad-based support for faculty.
• For a list of employee benefits, please visit: https://www.norfolkacademy.org/employment

Non-Discrimination Policy
Norfolk Academy does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, marital status, disability, pregnancy, childbirth or related medical conditions, age, status as a veteran, and/or national origin.

Resume and cover letter and/or completed applications should be submitted online via the Norfolk Academy website.