



THE  
HOWARD  
SCHOOL

**Position Title**

**High School Lead Teacher**

We are still in the process of determining our needs for the 2024-25 School Year. We are proactively seeking individuals who would be interested in joining our Community for the next school year. Please indicate area of discipline on the application.

**FLSA Classification**

**Exempt, Salary**

**Reports to**

**Principal of the High School**

**Position Purpose**

The **High School Lead Teacher** is responsible, in collaboration with the teaching team, for creating a vibrant, student-centered, language rich environment that supports the learning and personal growth of each student. He or she must be skillful in establishing a strong relationship with students and creating learning opportunities that motivate and inspire students to develop all aspects of their profiles. The Howard School recognizes and celebrates learner passions and strengths, while also addressing their disabilities and weaknesses, and believes that learners are neither defined nor limited by labels. We seek an experienced educator to join an interdisciplinary team who is committed to interactive project-based learning, student self-knowledge and self-advocacy, collaboration, flexibility, and humor. They must possess the insight and skills to participate fully on a team which brings research-based expertise, depth of experience, and enthusiasm to a full and robust academic program that includes the arts, technology and athletics.

This is a 10-month, benefit-eligible position beginning on August 1, 2024. Candidates should have 3+ years of experience teaching high school students, a

bachelor's degree in a related field, and have experience teaching students with learning differences.

### **Mission**

*The Howard School empowers students with language-based learning differences by addressing individual needs and leveraging strengths to develop a lifelong understanding of and advocacy for their own learning process.*

### **Duties and Responsibilities**

- Develops lesson plans and supplementary materials compatible with the division's basic instructional and philosophical standards.
- Provides individualized and small group instruction in order to adapt the curriculum to the needs of each student and subgroups of students.
- Translates lesson plans into learning experiences to effectively and actively engage students.
- Evaluates skills and social growth of students, through writing student Learning Profiles, facilitating student-led conferences, and documenting student progress through the school's on-line communication and record keeping systems.
- Guides students to know their own profile and to advocate for their learning needs.
- Seeks and chaperones regular field experience opportunities for students that extend the classroom into the broader community.
- Works collaboratively with the teaching team on behalf of students, and seeks the ideas, feedback or advice of colleagues as an integral part of effective planning.
- Integrates modern technologies, media, and other tools into instruction.
- Establishes and maintains standards of student behavior through relationships, positive reinforcement and support to provide an orderly, productive classroom environment.
- Identifies student needs and cooperates with other professional staff members in assessing and helping students solve learning and social relational problems.
- Participates in faculty committees and the sponsorship of student activities.
- Administers or facilitates testing in accordance with division testing practices.
- Models non discriminatory practices in all activities.
- Serves as advisor to a group of high school students and is responsible for coordinating those students' learning profiles.
- Regular and predictable attendance is an essential function of the job.

- Maintains professional competence by attending staff development programs, curriculum development meetings and other professional activities.
- Participates in various student and parent activities which occur in school including PA, student clubs and after-school activities.
- Creates an effective learning environment through functional and attractive displays, bulletin boards, and activity/learning centers.
- Performs any other related duties as assigned by the Principal or other appropriate administrator.

### **Teacher Characteristics**

- Committed to best practices for the education of students with language learning differences and disabilities.
- Committed to and skilled in differentiation.
- Committed to designing and adapting instruction to meet a range of student learning needs and interests.
- Committed to multidisciplinary instruction, encouraging students' creative expression, incorporating student interest and passions, and developing critical thinking.
- Curious about the world of ideas across multiple disciplines, and excited to teach across different disciplines.
- Highly collaborative and excited about generating curriculum and assessment ideas in a team setting.
- Curious, creative, self-reflective, and willing to take initiative and run with new ideas.

### **Qualifications**

- Bachelor's degree required
- Advanced degree and 3-5 years of classroom experience working with students with language learning disabilities and differences preferred
- Desire to plan and work collaboratively on a team essential
- Ideal candidates have the attributes of flexibility, humor, collaboration, creativity, and passion for emerging research and pedagogy
- Flexible teaching background and interest in teaching electives, coaching and/or advising clubs is a plus

### **Physical Requirements and Work Environment**

- Must have the ability to sit and stand for extended periods of time; exhibit manual dexterity to enter data into a computer; to see and read a computer screen and printed material with or without vision aids; hear and understand speech at normal classroom levels, outdoors and on the telephone; speak in

audible tones so that others may understand clearly in normal classrooms, outdoors and on the telephone; physical agility to lift up to 50 pounds; and to bend, stoop climb stairs and reach overhead.

- Work primarily in a traditional climate-controlled office environment.
- Work intermittently in outside weather conditions, including extreme heat and cold.
- Duties may be occasionally performed on field trips away from school. The noise level in the work environment is usually moderate.

The Howard School is an equal opportunity employer that is committed to diversity and inclusion in the workplace. The School is committed to providing equal opportunity in all of our employment practices, including selection, hiring, promotion, transfer, and compensation, to all qualified applicants and employees without regard to race, color, creed, religion, sex, sexual orientation, gender identity, national origin, citizenship status, age, pregnancy, disability/handicap, genetic information, uniform service member status or any other protected status in accordance with applicable federal, state, and local laws.