



English Teacher: Full-Time for the 2025–2026 Academic Year

Commonwealth, a small independent high school that occupies two brownstones in Boston's Back Bay, is known for its academic and artistic rigor and low (5:1) student-teacher ratio. In the warmth of a small yet richly varied community of engaged students and passionate teachers, talents and curiosity generate excitement, laughter, and respect among students, faculty, and staff. We work closely and collaboratively with each other in our cozy space, and we make extensive use of Boston's many resources.

Our mission is to educate young people from diverse backgrounds to become knowledgeable, thoughtful, and creative adults, capable of careful analysis, fruitful cooperation, and responsible leadership. In keeping with our mission, our teachers challenge and support students as they develop the skills that will encourage their lifelong love of learning.

Our teachers design curriculum, reflect on their practice, create partnerships within and across departments, and support student learning both in the classroom and in one-on-one tutorials. Faculty and staff value trust and respect, shared stewardship, autonomy, accountability, creativity, and enjoyment ([see our fully articulated norms here](#)). Detailed information about the school is available on our [website](#).

POSITION DESCRIPTION

We seek a full-time English teacher. Our English curriculum emphasizes close, careful reading and sustained attention to details. It presents students with a wide range of texts in carefully ordered juxtaposition; discussion-based courses challenge students to think critically about who gets to tell their story, and how they tell it. In class and in their written work, students engage openly and imaginatively with others' points of view and experiences. Our teachers provide ample, individualized feedback on students' writing. Read about our English curriculum and approach [here](#), and about the department and its history in an [article](#) by an alumna and current Commonwealth teacher in the Fall 2011 issue of our alumni magazine, *CM*.

Duties and responsibilities include, but are not limited to:

- Teach three or four sections of classes, which meet for 40 minutes four times weekly.
- Work closely with a peer mentor and collaboratively with other members of the English Department.
- Meet with students outside of class for individualized support as needed.
- Attend weekly faculty meetings.
- Give grades and comments for each student every quarter and attend the quarterly grading meetings.
- Serve as an advisor to a number of students (after a period of acculturation/mentoring).

- Fulfill administrative duties beyond the classroom that are shared among the faculty and staff, including joining our all-school retreats in the fall and/or spring (learn more [here](#)).

The annual (ten-month school year) salary for this position is based on relevant experience (sample ranges: \$60,000–\$75,000 for up to 10 years experience and \$75,000–\$90,000 for 10–20 years experience). A generous benefits package includes health and dental insurance, and an employer contribution to a retirement. In addition, the school encourages and supports professional development, including funding for workshops, conferences, and other programs, as well as a sabbatical program.

We offer personalized and sustained onboarding, including close work with a peer mentor and weekly meetings with the Assistant Head of School and the Dean of Faculty Hiring and Support.

QUALIFICATIONS AND EXPERIENCE

Firmly committed to establishing culturally responsive classrooms, we seek teachers who think independently and love learning, especially alongside high school students from a wide variety of backgrounds and identities, and have demonstrated commitment to supporting equity and inclusion in a diverse community. We encourage applications from candidates who will enrich the diversity of identity, experience, and perspectives of our community. We welcome applications from those who may have experience that meets our qualifications in non-traditional ways. Teacher certification is not required.

Should candidates have the ability to teach subjects in addition to English, we are eager to know!

Ideal candidates will possess:

- A strong background in close reading and literary analysis
- At least a bachelor's degree
- Some experience teaching and leading discussion at the high school or college level
- Deep interest in working closely with talented young people in a variety of roles and settings
- A keen desire to collaborate with colleagues while mentoring young people.

Interested candidates should submit the following materials by February 15 to Dean of Faculty Hiring and Support Mara Dale (mdale@commschool.org):

- A cover letter that describes their experience, teaching philosophy, and commitment to fostering inclusive classrooms and equitable outcomes for all students
- A résumé or CV
- The names of three references and their contact information

If candidates would benefit from any accommodations at any point during the application process, they should email our Director of Diversity, Equity, and Inclusion, Clinton Williams (cwilliams@commschool.org).

Commonwealth School is an equal opportunity employer. It does not discriminate against any individual based on race, color, religion, sex, pregnancy, sexual orientation, gender identity, age, physical or mental disability, national origin, ancestry, genetic information, veteran status, military service, application for military service, or any other characteristic protected by law.