



Position Title: Lead Teacher
Employment Type: Seasonal
Hours: 8 AM - 3:15 PM

Direct Supervisor: Executive Director
Location: Lancaster Country Day School
Position Start/End Dates: June 15 - July 24, plus three professional development days; Off June 19 & July 3

About the Organization

Horizons at Lancaster Country Day School is a community-centered education program supporting students from the School District of Lancaster. Horizons builds long-term partnerships with students, families, communities, and schools to create experiences outside of school that inspire the joy of learning. The main component of Horizons is a six-week summer program located on the campus of Lancaster Country Day School, where students participate in academic, cultural, and recreational enrichment activities, including teaching all students how to swim. A growing school-year program and a growing high school program for Horizons K-8 graduates supplement the six-week program. Horizons at Lancaster Country Day School operates a proven model and is part of an affiliated network with over 70 Horizons sites serving students nationwide.

About the Position

Horizons at Lancaster Country Day School seeks a dedicated and experienced Lead Teacher with a commitment to educational equity for all students. We seek talented, passionate, caring professionals who will work as team players, fulfill Horizons' mission of combating barriers to educational achievement, and create a joyous, inclusive, and inspiring culture.

The Lead Teacher will work with an Assistant Teacher, a Reading Specialist, a Math Specialist, and others, and will be supported by the Executive Director. We hope Horizons summer staff members will return to the program for multiple summers as we continue to work together, help our students, and build the program and the community.

Key Responsibilities

Prior to summer program beginning:

- Attend orientation and professional development sessions prior to the start of the program.
- Design and teach high quality, culturally responsive, project-based curriculum and engage students in learning language arts and math throughout our six week summer enrichment program.

During the summer program:

- Plan and lead fun, community-building games and enriching experiential learning opportunities.
- Accompany and support students during swim lessons and field trips.
- Identify individual students' learning profiles, building on each youth's academic strengths and coordinating resources and activities to best address his/her areas of need.
- Participate in meals and recess with the students.
- Attend faculty meetings once a week prior to the start of the program day.
- Mentor or guide the assistant teacher(s) and work with LCDS Upper School volunteers and/or interns to support classroom environment and student instructional activities.
- Develop a safe, respectful, challenging and fun learning environment.
- Assist in evaluating program effectiveness.
- Help maintain ongoing communication with caregivers and school year teachers.
- Fulfill additional responsibilities as determined by Horizons at LCDS.

During the school year:

- Participate in the planning and delivery of events and reunions for students and families.

Skills and Qualifications

- A Bachelor's degree in education or related field
- Complete all state and federal clearances and be CPR/AED certified
- In addition to a strong commitment to Horizon's mission, this position requires a balance of knowledge of best practices and practical experience with and proficiency in the skills of instruction.
- The ideal candidate for the Lead Teacher position must be flexible, well organized, capable of taking initiative, and enthusiastic for both teaching and learning.
- Proven ability to relate well to children and families from a variety of racial, cultural, religious, neuro backgrounds.
- Enjoys the opportunity to plan and deliver engaging, challenging lessons using effective strategies for all learners.
- Knowledge and skill in classroom management, social emotional learning and specific strategies for developing children's noncognitive skills such as focus, determination, empathy and self discipline.
- Demonstrated commitment to understanding how systems impact our families and communities we work with.
- Commitment to continual growth in understanding personal biases and role within societal systems.

Our Commitment to Equity, Diversity, Inclusion, and Belonging

Horizons at Lancaster Country Day School strives to create an inclusive, affirming, and welcoming environment that allows all team members to thrive.

As an organization whose central purpose is to mitigate inequities in education, Horizons is firmly committed to Equity, Diversity, Inclusion, and Belonging (EDIB) in all forms, and we strongly denounce racism, sexism, and discrimination. Focus on EDIB is central to Horizons National and our National Network, which actively engages in diverse and inclusive partnerships, representative councils, and working groups; provides robust professional development opportunities; evaluates internal and external communications with an asset-based lens; and facilitates conversations across different communities to ensure that all Horizons voices are heard and represented.

Because of our Network-wide commitment to EDIB, the ideal candidate for this role must be comfortable engaging in discussions, self-reflective, and willing to challenge themselves and others to learn and grow continuously.

Compensation

Salary: \$190-200/ day for approximately 31 days/ summer

Professional development opportunities in alignment with our program

School-age dependents of Horizons teachers and staff are eligible to participate in Horizons as honorary program participants.

How to Apply

Interested candidates should send the following materials as PDF documents to horizons@lancastercountryday.org.

- Cover letter
- Current resume
- List of three references, including name, relationship to applicant, phone number, and email address of each (References will be contacted only with the candidate's permission)