

Lower School Science 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 Manning Lower School of Norfolk Academy is seeking a science teacher to begin in August 2026. In the Lower School, which includes grades 1-6, we are committed to providing a student-centered learning environment focused on meeting the needs of the whole child. This position is part of the Lower School resource program and provides science instruction to students across grades 1-5 in the Lower School. The Lower School science teacher designs and leads a hands-on, multisensory learning experience that introduces the youngest learner to the joys of science, building a core of foundational science skills that include inquiry, observation, data collection, measurement, and drawing conclusions, all in alignment with the science standards of learning.

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

Responsibilities include:

- Working with Lower School students grades 1-5
- Participating in two major co-curricular activities such as coaching, clubs, or enrichment activities
- Attending faculty meetings and participating in professional development
- Collaborating in grade-level planning
- Communicating with parents about student activities and progress, as needed as well as during prescribed reporting periods
- Participating in family-style lunches with students and faculty
- Supervising recess and other duties as prescribed by the Lower School administration

Required Qualifications:

- Bachelor's degree in education, science, or a related field; Master's degree preferred
- At least two years of science teaching experience with lower school children

Required Competencies:

- Dedication and commitment to the well-being and growth of young learners
- A commitment to Norfolk Academy's Philosophy and Objectives and to building a culture rooted in honor, curiosity, kindness, and reflection
- A collaborative spirit and willingness to learn from colleagues and mentors

- Strong organizational, interpersonal, and communication skills
- Adaptability, initiative, and a strong work ethic

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](#).