



Rigor, Respect, Responsibility

VANGUARD
COLLEGE PREPARATORY SCHOOL

Job Title: Performing Arts Teacher

Location: Vanguard College Preparatory School – Waco, Texas

Reports To: Associate Head of School-Faculty

Position Type: Part-Time

About Vanguard College Preparatory School:

Vanguard College Preparatory School is a leading independent school in Waco, Texas, committed to academic excellence, character development, and community involvement. Our mission is to prepare students for academic success and fulfilling lives. Vanguard College Preparatory School is an equal opportunity employer.

Position Overview

The **Part-Time Performing Arts Teacher** is a key member of the Vanguard faculty/staff and is responsible for class instruction as assigned by the Associate Head of School-Faculty. This position reports to the **Department Head, Associate Head of School-Faculty**, and contributes to the school's mission of cultivating scholars, leaders, and citizens.

Key Responsibilities:

- Demonstrate strong content knowledge and performance expertise by teaching discipline-specific skills (e.g., music literacy, technique, movement, acting, stagecraft) and developing students' technical ability, artistic expression, and performance confidence.
- Design and lead engaging arts instruction and performances by directing ensembles, rehearsals, creative projects, concerts, showcases, and productions that support student growth and achievement.
- Foster student engagement, leadership, and collaboration by building teamwork through the arts and cultivating creativity, confidence, reflection, and critique in daily instruction.
- Promote equity, inclusion, and a safe learning environment by ensuring access to arts education, maintaining organized instructional spaces, and responsibly managing equipment, instruments, costumes, and facilities.

Theater

- Experience directing secondary-level theatrical productions and/or OAP
- Knowledge of theater production, staging, and technical design
- Strong organizational and leadership skills
- Teach middle and/or high school theater arts, including acting, directing, script analysis, stage movement, and theater history
- Direct and produce theatrical performances, including TAPPS One-Act Play (OAP) and other school productions
- Guide students in performance techniques, character development, and ensemble collaboration
- Instruct students in technical theater skills such as stagecraft, lighting, sound, costuming, and set design
- Assist with Mock Trial
- Teach additional classes based on Experience & Degree

Qualifications & Preferred Attributes:

- Qualified candidates must hold a bachelor's degree in the subject or a related field or significant experience teaching [subject] at the [middle/high] school level.
 - Passionate about teaching, experts in their fields, and dedicated to helping all students achieve their personal best.
 - Demonstrated interest in, commitment to, and ability to differentiate instruction for students of a variety of academic levels.
 - Demonstrated experience working with adolescents and understanding their social-emotional and academic development is essential.
 - Willingness to participate in interdisciplinary and innovative curricular design and partnership.
 - Demonstrated ability to integrate classroom technologies to enhance teaching and learning.
 - Assess student progress through formative and summative assessments; analyze results to guide instruction.
 - Ability to balance academic rigor with creativity and innovation
 - Provide timely, constructive feedback to support student growth.
 - Ability to demonstrate a growth mindset, optimism, and a belief that all students can learn.
 - A commitment to ongoing professional growth and development.
 - Participate in/facilitate extracurricular activities, enrichment programming, or clubs, as well as other community-building events.
 - Create a positive, structured classroom environment that promotes student engagement and academic growth
 - A commitment to Vanguard's vision of learning with curiosity, leading with confidence, and serving with compassion through actively improving one's craft and growing professionally, and serving as a role model for our students.
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Compensation and Benefits

Vanguard offers a competitive salary based on experience and qualifications, along with potential for a Full-Time position and a benefits package that includes:

Full-time Benefits: Reduced Summer Office Hours (certain weeks off in summer), Vacation Aligns with School Holidays (27-day vacation during school year), Family Supportive Work Environment

- Curative Health Insurance-60% monthly premium company-paid employee only; \$0 deductible, \$0 copay. No costs after premium is paid.
- United Healthcare Dental, vision Insurance
- Company paid United Healthcare Short Term Disability
- Company paid United Healthcare Long Term Disability
- Company paid United Healthcare Life Insurance
- Matching 401K retirement plan up to 3%
- Professional development opportunities
- Generous tuition remission for faculty/staff children

Employee Name (Please Print)

Employee Signature

Date