



Opportunity Statement

Lower School Substitute Teacher

Named in honor of Louise Thaden, a pioneering aviator from Bentonville, Thaden School opened in the fall of 2017 with just 50 students in Grades 7 and 9. With its well-resourced Indexed Tuition program, the School has grown steadily, and enrollment is over 380 students in Grades K-2 and 5-12 for the 2025-26 academic year. Designed by a world-class team of architects, the School's 35-acre campus in downtown Bentonville will support as many as 600 students. By the 2026-27 academic year, Thaden will offer Grades K-12.

Thaden School now seeks a Lower School Substitute Teacher.

Role and Responsibilities

- Carry out sub plans left by the teacher, including academic activities and duties such as carpool or lunch duty.
- Leave relevant notes on the day for the absent teacher.
- Maintain student safety as a priority at all times.
- Promote the School's mission and guiding principles.
- Follow and enforce the School's guidelines.
- Additional duties as assigned.

Skills, Qualifications, and Attributes

- Exceptional character, creativity, and intelligence with the versatility to work with students in Grades K-4.
- Elementary teaching experience preferred.

Physical Requirements

- Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus.
- Frequently required to sit, stand, or walk for extended periods.
- Occasionally required to reach with hands and arms.
- Ability to lift, push, or pull heavy objects, sometimes exceeding 50 lbs.
- Ability to work outdoors in various weather conditions, including heat, humidity, windy conditions,

cold, snow, and ice.

- Occasionally required to bend, twist, or climb.
- Moderate concentration/intensity, which includes prolonged mental effort with limited opportunity for breaks.
- The noise level in the work environment is usually moderate.

Wage Classification

Based on the duties and requirements above, this position will be paid as an hourly non-exempt employee.

Applications

Please submit a statement outlining your interest in teaching, detailing subject matter expertise and extracurricular areas of experience, transcripts, cover letter, and resume through our online portal for [Thaden School Job Opportunities](#). The start date is the summer of 2025. Thaden is an equal opportunity employer and complies with all federal, state, and local laws that prohibit discrimination in employment because of race, color, national origin, citizenship, age (18 or older), religion, disability, marital status, veteran status, and sexual orientation. Applications by members of all underrepresented groups, including women and people of color, are encouraged.

All offers of employment are contingent upon successful completion of a criminal background check.

About the School

A non-sectarian independent school under the direction of its own board, Thaden School offers a challenging and innovative educational program that ignites in students a passion for discovery and learning, prepares them to succeed in college, and inspires them to lead lives of integrity, purpose, and responsible global citizenship. The School received full accreditation by the Independent School Association of the Central States in January, 2023, and Niche.com named Thaden the #1 independent high school in the state of Arkansas in 2022, 2023, and 2024.

At the core of the School's mission is a commitment to balance that takes many forms: a curriculum that integrates the sciences and the humanities; indoor and outdoor teaching spaces where sustainability is a tangible part of the lesson; hands-on programs for civic engagement; athletics and physical education programs that build confidence and character through competition and meaningful participation; and a diverse faculty and staff that empower students to think deeply and expansively about their potential and place in the world. The School's robust Indexed Tuition program supports the creation of a balanced learning community where students of many perspectives, talents, and interests learn and grow stronger together.

Located on a 35-acre campus in downtown Bentonville, the School is walking distance from the town square,

Brightwater Culinary Institute, The Momentary, and a variety of other educational resources. The School engaged a world-class team of architects to design an enduring and innovative campus that sparks curiosity, inspires creativity, and invites reflection. The principal designer, Marlon Blackwell, is the 2020 recipient of the American Institute of Architects' Gold Medal, the Institute's highest honor. The School's first permanent buildings opened in the fall of 2019 and the completed campus was recently the subject of a feature article in Architectural Record.

The School's website features additional information regarding its mission, educational programs, and faculty and staff.