Ninth Grade Biology 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 Middle School of Norfolk Academy, serving students in grades 7–9, is currently seeking a full-time Biology teacher. Successful candidates must embrace student-centered pedagogy in the classroom, model curiosity and a desire for professional growth, collaborate with colleagues, and exhibit a desire to build positive and meaningful relationships with students, colleagues, administrators, and parents in a manner consistent with the Academy's philosophy and objectives. We value honor, integrity, and relationships as a school community, and alignment with those values is expected of all faculty and staff.

Norfolk Academy's science curriculum emphasizes scientific inquiry, critical thinking, problem-solving, and the development of a strong foundation in scientific principles. The Middle School biology program introduces students to fundamental concepts in the life sciences, including cellular and molecular biology, genetics, ecology, evolution, and the structure and function of living organisms. Through laboratory investigations, experimentation, and hands-on learning experiences, students develop an understanding of scientific processes and the ability to apply scientific reasoning to the world around them.

The ideal candidate will have a strong background in biology and a commitment to engaging students through inquiry-based instruction, laboratory investigations, and meaningful connections between scientific concepts and real-world applications. Candidates should demonstrate an understanding of the varied ways middle school students learn and an ability to make complex scientific concepts accessible and

engaging. A commitment to fostering curiosity, scientific literacy, and genuine enthusiasm for the study of biology is essential.

Position Category:

Exempt. 10 months (mid-August to mid-June).

Responsibilities include:

- Teaching four sections of Middle School biology
- Attending faculty meetings and managing other basic professional obligations
- Contributing to the larger school community through coaching two seasons or sponsoring extracurricular programs
- Serving as a faculty advisor to middle school students
- Presiding at a table with students for daily seated lunch
- Performing other duties as assigned

Required Qualifications:

- Bachelor's degree in Biology, Life Sciences, or a closely related field; master's degree preferred
- Previous experience teaching biology or life sciences at the middle and/or high school level
- Willingness to contribute to the school's extracurricular program through coaching or sponsorship

Required Competencies:

- Dedication and commitment to the well-being and growth of children
- An understanding of and a commitment to the school's values, as outlined in the Philosophy, Objectives, and Diversity, Equity, & Justice Statement
- A comprehensive understanding of the field of education and a demonstrated willingness to explore and embrace new pedagogical practices, technologies, and developing trends
- Strong knowledge of biological sciences and the ability to design engaging, inquiry-based learning experiences that promote scientific reasoning and critical thinking
- Ability to collaborate effectively with colleagues in curriculum planning, instructional practices, and supporting student learning and development.
- Ability to plan and facilitate meaningful laboratory investigations while maintaining a safe and effective learning environment
- An understanding of the developmental needs of middle school students and the ability to differentiate instruction to support a range of learning styles and abilities
- Strong written and verbal communication skills, with the ability to engage various audiences, as well as clearly share insights about students and student needs

- Ability to cultivate meaningful relationships with all constituents with a focus on what is best for each child
- Self-starter who is adaptable, possessing a growth mindset with the ability to think critically, problem-solve, and plan effectively

Salary and Benefits

- The anticipated salary range for this position is $60,000–$90,000, commensurate with experience and qualifications.
- Norfolk Academy offers comprehensive health coverage for employees and their eligible dependents.
- Norfolk Academy is committed to the professional growth and development of its faculty and staff. Employees enjoy access to broad grant and professional development programs, including continuing education funding, conference attendance, and other professional growth opportunities.
- For a list of employee benefits, please visit: https://www.norfolkacademy.org/employment

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 that provide significant, broad-based support for faculty.

For a list of employee benefits, please visit: https://www.norfolkacademy.org/employment

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.