



**NEW
SCHOOL**
SAN FRANCISCO

Position: Lead Elementary (K-5) Teacher

Reports to: Director, Elementary School

Location: San Francisco, CA (in-person role)

Website: www.newschoolsf.org

PROGRAM

New School San Francisco is a start-up, public school currently serving 450 kindergarten through 8th grade students from all corners of the city and from all backgrounds. We believe in a “hands on minds on” approach to learning that harnesses each student’s curiosity and encourages learners to construct their own meaning and knowledge through inquiry-based learning. We practice equity in all that we do – ensuring every child is able to access and receive an individualized education that builds off their unique strengths, skills and passions. Social justice is a through line in all we do, helping learners develop an understanding of how to make our community better. Taken all together, this approach fosters a deep love of learning in students and prepares them with the problem-solving and critical-thinking skills necessary to meet the challenges and opportunities of the 21st century.

ANTI-RACIST SCHOOL

We are committed to breaking down systemic structures which contribute to deep inequities in education. Our goal is to prioritize our Black and brown students, English Language Learners (ELLs), and students with Individualized Education Plans (IEPs) by dismantling white supremacy. We continuously question our culture, climate, and curriculum to ensure all members of our community are committed to being racially literate and ultimately anti-racist change makers. We teach kids of all ages to think critically about how race has been constructed in the United States, to become aware of their own racial socialization, and we give them the skills and vocabulary to engage in productive conversations around race and racism.

PEOPLE

It is important that our staff reflect the diversity of our students and their families. We strongly encourage leaders and teachers of color, LGBTQ and male candidates to apply. All candidates must be excited to roll up their sleeves, operate with a level of flexibility as we build our program, bring creativity to their work, commit to the ongoing work of being anti-racist, and be ready to collaborate across and within teams.

DEVELOPMENT + SUPPORT

We invest in our staff in meaningful ways. We believe that the adults must be taken care of and supported to do right by our students. To that end, every staff member has a coach, a team, an individualized learning plan, and opportunities to grow. We value hard work and we also value self-care. The two are not mutually exclusive.

POSITION OVERVIEW:

We are looking for exceptional teachers who love working with youth and helping their brilliance shine bright. We are looking for teacher leaders who effectively develop students' academic, behavioral, and socio-emotional skills; who build inclusive classroom communities; who differentiate to ensure students with significant needs have the necessary accommodations and support in places; who care deeply about making their students' learning experiences meaningful, engaging, and relevant both now and for the future. We are looking for teachers who believe in the potential and capacity of every student; who value radical collaboration, feedback, and coaching; who teach to learn; who see families as partners towards our vision and goals; and finally, who believe in our values of community, anti-racism, action, and justice and see the power of their role in changing the world around us.

The role of an Elementary School Lead Teacher at NSSF entails planning and teaching core content along with a daily intervention block. Elementary Lead Teachers (2 per grade) collaborate within the grade to share the planning and create curriculum that aligns for all students within the grade.

QUALIFICATIONS:

- California Teaching credential (required)
- Three years of teaching experience with strong academic outcomes for Black & brown students, English Learner students, students with IEPs (required)
- Deep commitment to equitable teaching and learning approaches, including – but not limited to – culturally responsive teaching, inclusion, anti-racist education, restorative practices, Universal Design for Learning, social emotional learning and data-informed instruction
- Experience working with children, families and staff from diverse backgrounds and with diverse learning needs, including – but not limited to – English Language learners, academically high-achieving students, students with IEPs, academically low-performing students, and students who have experienced trauma
- Familiarity with Special Education accommodations and modifications, IEP implementation, and inclusive practices
- Commitment to anti-racist teaching practices
- Bilingual (preferred)

COMPETENCIES:

- Love for learning, self-awareness, and desire to grow
- Sense of agency and belief that teacher actions directly impact student actions
- Creative problem solving and flexibility in thinking
- Alignment with our values of being kind, courageous, responsible & curious
- Strong communication, collaboration, and interpersonal skills
- Unwavering belief that all students should and can receive an education that is equal to their extraordinary potential regardless of their background

RESPONSIBILITIES:

Develop differentiated, inquiry-based curriculum

- Develop yearly scope and sequence for content areas aligned to state and national standards
- Build on provided curriculum to create weekly and daily lesson plans that align to state and national standards and meet individualized learning goals
- Collaboratively build integrated inquiry arcs (10-12 weeks) with grade level team which integrates content

Engage all learners

- Hold and meet high expectations for each student's learning and social emotional development goals, incorporating equity and anti-racist practices
- Create, monitor, and adjust Individualized Learning Plans (ILPs), ensuring all students have ambitious and appropriate academic and social-emotional learning goals
- Collaborate with team, manager, and learning specialists to create and sustain an inclusive environment; partner in the development and support of IEP goals; continue to improve knowledge and implementation of SPED and ELL best practices
- Provide individual and small group instruction to meet the differentiated needs of all students
- Assess student progress consistently through a variety of holistic & standardized approaches
- Use data to drive instructional strategies and meet student needs
- Use a variety of research-based classroom management strategies to support all students

Build an inclusive and anti-racist school culture, climate, and curriculum

- Create a learning environment that celebrates diversity, practices equity, and promotes safety, support and joy
- Partner with families to develop student goals and strengthen home-school connections
- Strive to live out our school values of community, action, and justice in all that you do and have fun in the process
- Commit to constant professional and personal growth
- Collaborate radically with grade level teammates and other members of the teaching and learning community
- Document, reflect, and share your pedagogy and insights with colleagues, visiting educators and the community broadly

COMPENSATION:

- Compensation is a competitive salary based on years of teaching experience, education degrees, National Board Certification and any special credentials. Starting salary for a credentialed educator with at least two years of teaching experience is \$75,000 and ranges based on years of experience up to \$120,000
- Additional \$5,000 to base salary for SPED credentials and/or National Board Certification
- Competitive benefits package including health coverage and retirement

TO APPLY:

- Contact hr@newschoolsf.org with your resume and a cover letter outlining your educational philosophy and student outcomes that you are most proud of - don't be afraid to toot your own horn!