



TEACHER - ALL SUBJECT AREAS

JOB DESCRIPTION

ABOUT RAINIER PREP:

Rainier Prep is a rigorous college preparatory 5th – 8th public charter school located on the border of South Seattle and Burien, WA. We believe in the inherent capacity of every student to succeed in a college prep environment. Rainier Prep aims to achieve radically different outcomes for traditionally underrepresented low-income and minority populations. We are focused on identifying and serving those students who will be the first in their families to attend and graduate from college. We strive to prepare all students to excel at four-year colleges and to serve as leaders in their communities.

STAFF WE SEEK:

Rainier Prep is seeking collaborative, adaptable, and passionate additions to our excellent staff. Applicants need to be deeply motivated to provide the best educational experience possible for our community. Rainier Prep staff are expected to be creative in building new programs, as well as solutions-oriented in addressing the challenges and that inevitably arise in a school setting, particularly in a school entering its 5th year in 2019-2020.

MAJOR RESPONSIBILITIES:

At Rainier Prep, we believe that teachers are the cornerstone of creating an exceptional school. Teachers at Rainier Prep are team members who are instrumental in creating, modeling, and sustaining a culture of high expectations, rigorous learning, curiosity, hard work, and family engagement.

Establish Strong School and Classroom Culture:

- Cultivate a healthy classroom and school culture, modeling an approach to learning that emphasizes risk-taking, respect, curiosity, and constant commitment to quality improvement, while leading students to handle adversity and ambiguity well
- Establish/encourage a culture of flexible and collaborative collegiality in which the mission and goals of the school are the foremost focus of all decision-making
- Thrive in an innovative, reflective culture that demands flexibility and quick adjustments to meet student needs

Deliver Excellent Results:

- Teach high-quality project, problem and/or inquiry-based lessons
- Plan units of study and daily lessons with clear outcomes that students can understand
- Plan with the end in mind using UBD (Understanding by Design) principles
- Plan high-interest, multimedia, fast-paced lessons
- Daily use of formative assessment to guide instruction
- Seek additional knowledge about how to diagnose and correct students' misconceptions
- Differentiate instruction, and engage collaboratively and proactively with student support staff

Lead a Student Advisory Group:

- Start and end the school day with a group of 12-16 students to promote focus on readiness for instruction, goal-setting, growth mindset, and positive problem-solving
- Establish healthy mentor relationships with students, and serve as a resource to help students navigate both their successes and challenges
- Serve as the main point of contact for each advisee's families
- Lead three parent-advisor-student meetings in August, November, and March
- Collaborate with colleagues on grade-level team to plan and update advisory curriculum
- Attend school and community events

Collaborate with Colleagues:

- Seek, provide, and implement high-quality feedback from/to colleagues
- Collaborate with grade-level and subject colleagues on all common courses taught
- Model a growth mindset and foster continuous learning in students, families, and colleagues
- Open classroom doors to colleagues, families, and community members
- Observe colleagues' lessons, and provide feedback to improve teaching and learning
- Create and support common school-wide systems
- Assist in special projects as needed and other duties as assigned or assumed

MINIMUM QUALIFICATIONS:

- A Bachelor's Degree, and valid teaching certificate*
- Experience in data analysis and instructional design that is responsive to data
- Excellent relationship-building and communication skills with adults and students alike
- Growth mindset and belief that all students can learn at high levels
- Team player willing to roll up their sleeves to get the job done
- Ability to multi-task in a fast-paced, dynamic environment
- Ability to work independently and as a team member
- Excellent organizational, planning, and implementation skills
- Excellent writing, communication, and presentation skills
- Culturally competent and responsive instruction with diverse students and families, and a commitment for advocating for all children
- Strong technology skills - proficiency in Google Suite and other online learning platforms

PREFERRED QUALIFICATIONS:

- Fluent in Somali, Spanish, Vietnamese, or Arabic
- Master's Degree
- 2 years teaching experience
- Classroom data which demonstrates that your students are outperforming the odds
- Experience in a high-performing district or charter school that is significantly outperforming its neighboring schools

SALARY:

Salary depends on full-time years of classroom teaching experience and level of education, and ranges from \$48,000-\$101,000. Vacation + benefits such as health, dental and vision insurance, and retirement will be included.

HIRING PROCESS:

Go to www.rainierprep.org/careers and click “apply here” to begin the application process. Then email a cover letter and resume to apply@rainierprep.org. Rainier Prep will invite selected candidates for interviews. The selection process will continue until the position is filled. Hiring is contingent upon successful completion of employment and certification verification, fingerprinting, etc.

START DATE:

Official work begins on August 5, 2019 for a new cohort orientation.

***CERTIFICATION:**

Teachers with certification in other states will be strongly considered. Washington State has a process for converting certificates from other states, and there is significant variability between states on the conversion process. Candidates will be responsible for completing all steps toward Washington state certification in order to begin work in Rainier Prep.

EQUAL EMPLOYMENT OPPORTUNITY COMMITMENT:

Rainier Prep is an equal opportunity employer, and thus affords equal employment and advancement opportunity to all qualified individuals without regard to race, creed, color, religion, national origin, ancestry, gender, sexual orientation, pregnancy, age, disability, marital status, medical condition, or any other classification that is protected under applicable local, state or federal law.