



MIDDLE SCHOOL ENGLISH LANGUAGE ARTS TEACHER

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 is achieving radically different outcomes for students who historically have experienced the most obstacles to college degrees and representation in leadership positions. Although state tests don't represent all that our amazing students are capable of, we are proud to share that on the most recent state Smarter Balanced assessments, Black and Latinx students at Rainier Prep performed at two times the proficiency rate in both math and science compared to their district peers, while also achieving a greater percentage of high growth year over year.

STAFF WE SEEK:

At Rainier Prep, we believe that teachers are the cornerstone of creating an exceptional school. Teachers at Rainier Prep are collaborative, adaptable team members who are instrumental in creating, modeling, and sustaining a culture of high expectations, rigorous learning, curiosity, hard work, and family engagement. 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 that inevitably arise in a school setting. We model a growth mindset and foster continuous learning in students, families, and colleagues.

MAJOR RESPONSIBILITIES:

Establish Strong Classroom and School Culture:

- Model 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 culture of flexible and collaborative collegiality in which mission and goals of the school are the foremost focus of all decision making; lead students to handle adversity and ambiguity well
- Thrive in an innovative, reflective culture that demands flexibility and quick adjustments to meet student needs

Deliver Excellent Results:

- Plan units of study and high-interest, multimedia, fast-paced daily lessons with clear outcomes that students can understand
- Use formative assessment data frequently to guide instruction and gain additional

knowledge about how to diagnose and correct students' misconceptions

- Differentiate instruction by reviewing data and pulling small groups for specific reteaching
- Engage collaboratively and proactively with student support staff to support students with IEPs, Students who are learning English and students who are behind grade level academically or need additional social or emotional support.

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, including three parent-advisor-student meetings in August, November, and March

Collaborate with Colleagues:

- Collaborate with grade-level and subject-area colleagues on advisory and all courses
- Proactively engage in anti-racist and inclusion-equity-diversity work including curriculum initiatives, personal examination and community engagement efforts
- Create and support common school-wide systems, and assist in special projects and school events to build community

MINIMUM QUALIFICATIONS:

1. A Bachelor's Degree
2. A valid teaching certificate or a willingness to obtain a valid teaching certificate*
3. Culturally competent and responsive instruction with diverse students and families and a commitment for advocating for all children
4. Excellent relationship-building and communication skills with adults and students alike
5. Ability to multi-task in a fast-paced, dynamic environment
6. Ability to work independently and as a team member
7. Excellent organizational, planning, and implementation skills
8. Excellent technology, writing, communication, and presentation skills

PREFERRED QUALIFICATIONS:

1. Two years or more of teaching experience
2. Classroom data which demonstrates that your students are outperforming the odds
3. Experience in a high-performing district or charter school that is significantly outperforming its neighboring schools

BONUS!: Fluent in Somali, Spanish, Amharic, Vietnamese, or Arabic

SALARY:

Annual salary is dependent on experience and starts at \$59,080 for certificated teaching positions. Eligibility for benefits such as retirement, health, dental and vision insurance, etc. are specific to each hired position's schedule at time of hire. School vacations/holidays + benefits such as health, dental and vision insurance, and retirement will be included.

HIRING PROCESS:

Go to www.rainierprep.org/careers and follow the instructions to apply. 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:

Start Date is dependent on certificated experience at time of hire. The first day of work for this position would be August 5th, 2024. This position has an immediate start date.

***CERTIFICATION:**

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. We have a partnership with the University of Washington UACT program where it is possible for candidates with a BA to work toward their K-8 teacher certification while working full-time.

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.

NONDISCRIMINATION STATEMENT

Rainier Prep will provide equal educational opportunity and treatment for all students in all aspects of the academic and activities program without discrimination based on race, religion, creed, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation, gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. Rainier Prep will provide equal access to school facilities to the Boy Scouts of America and all other designated youth groups listed in Title 36 of the United States Code as a patriotic society. Rainier Prep programs will be free from sexual harassment. Auxiliary aids and services will be provided upon request to individuals with disabilities. The below listed compliance officers have been elected to handle questions, comments, and complaints of alleged discrimination. They are available at 10211 12th Ave S. Seattle, WA 98168 or by phone at (206) 494-5979

Title IX Coordinator: Kamille Dye, Director of Finance & Operations

Section 504/ADA Coordinator: Morgan Fernandez, School Principal

Civil Rights Compliance Coordinator: Kamille Dye, Director of Finance & Operations