



Job Title: Middle School Math and Science Teacher

Department: STEM

Classification: Faculty

Benefits: Health Insurance, Dental, Vision, Life Insurance, Paid Time Off

Additional Compensation: Athletic Coaching Opportunities: Cross Country, Soccer, Track

Length of Contract: 200 Days

Start Date: August 2, 2021

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees may be required to follow other job-related instructions and to perform other job-related duties as requested, subject to all applicable state and federal laws. Certain job functions described herein may be subject to possible modification in accordance with applicable state and federal laws.

About Lynnhaven

Lynnhaven Academy provides a progressive hands-on college preparatory curriculum that prepares students to take the next step beyond high school. Over 95% of graduates attend a four year university upon graduating. In most cases, students get into the college of their choice.

Our students experience a significant increase in the amount of information that they retain when given the opportunity to practice what they are learning in the form of hands-on activities. Studies have shown that when students sit and listen intently, but passively, in a lecture-style environment, they retain 20 percent of the presented information. When they are given the opportunity to practice what they have just learned, that percentage increases to 75 percent. A Lynnhaven lesson often includes activities that are stimulating, active, and engaging. We have found their appetite for learning increases and they pay more attention to detail. Students also become more empowered in their own learning situation.

Hands-on learning environments also develop critical thinking skills. We teach our students to make decisions on what to do next to receive the outcome they are striving to obtain. These critical thinking skills remain with a student as opposed to material that is simply memorized for a test. The goal is for a Lynnhaven graduate to have mastered the art of critical thinking so they can grow into productive citizens.

The term "progressive education" has been used to describe ideas and practices that aim to make schools more effective agencies of a democratic society. Although there are numerous differences of style and emphasis among progressive educators, they share the conviction that

democracy means active participation by all citizens in social, political, and economic decisions that will affect their lives.

Job Summary

Lynnhaven is looking for a full-time Middle School Math and Science Teacher for the 2021-2022 school year. The individual will teach Integrated Science for middle school students and middle school mathematics. The individual must have experience teaching Algebra I. The teacher will engage in the following functions: instruct students individually and/or in groups, adapting teaching methods to meet students' varying needs and interests; establish clear objectives for all lessons and projects and communicate objectives to students; develop lesson plans and instructional materials for class activities; prepare students for advancement by encouraging them to explore learning opportunities and perseverance with challenging tasks; observe and evaluate student performance, behavior, and/or social development; assess needs of students and modify class content or teaching methods to meet those needs; assist students who need extra help through tutoring and remedial programs; use technologies in the teaching/learning process; communicate student progress with parent(s) and collaborate to determine priorities for the student development; demonstrate ability to lead and facilitate diverse groups of students with the understanding of group dynamics; collaborate with other staff in planning and implementing instructional goals, objectives, and methods; participate in professional training and/or coursework as needed and required; and perform other responsibilities as needed.

Teaching Essential Skills, Knowledge, and Abilities

- Demonstrate knowledge of and the ability to use research-based principles of effective instruction.
 - Organize instruction using learning objectives with clearly defined student outcomes
 - Employ teaching strategies congruent with planned student outcomes
 - Select teaching strategies emphasizing student involvement and hands on activities
 - Monitor student learning and pace instruction as prescribed by the Dean of Teaching and Learning or designated staff
- Develop and maintain an environment conducive to effective student learning
 - Develop written rules of classroom behavior and communicate those rules to all students
 - Enforce written rules for classroom behavior
 - Communicate course goals and academic expectations to students
 - Provide for the health and safety of student in all instructional settings
- Prepare effectively for class
 - Prepare daily lesson plans

- Provide instruction predicated on course goals objectives, aligned with Lynnhaven's adopted standards
- Develop and communicate appropriate grading standards to students
 - Establish written grading standards that are clear and incorporate a variety of graded activities
 - Assure that grading standards are explained and available to parents
- Develop and maintain positive interpersonal relationships
 - Model personal behaviors of honesty, fairness, courtesy consideration, respect, and cultural awareness and responsibility
 - Maintain a cooperative relationship with administration, staff, students and parents
 - Share appropriate information with parents and with other staff members that promotes positive interpersonal relationships
- Provide documentation of students' progress
 - Provide timely and accurate feedback/documentation to students, parents, and appropriate staff members
 - Assign and check homework and provide feedback to students
 - Maintain appropriate records of student performance
- Build motivation and interest in learning
 - Exhibit personal interest and encourage student interest in the subject area
 - Maintain a current awareness of literature/activities in subject area
- Maintain an ongoing personal program of professional growth and development
 - Develop and implement annually an approved plan for professional growth and development
 - Identify and request to attend professional workshop activities intended to increase the teacher's instructional effectiveness
 - Participate in Lynnhaven sponsored in service offerings appropriate to assignment
- Provide a variety of classroom techniques and methods
 - Promote high levels of achievement in relation to individual student abilities
 - Use techniques and methodologies appropriate to student abilities
 - Utilize current and relevant subject matter
- Maintain a high altitude and attitude of helping in the total Lynnhaven atmosphere and experience.

Required Qualifications:

Required qualifications to effectively perform the job at the time of hire will include an equivalent combination of education, training, and experience. Additional requirements and/or substitutions may be requested and require the approval of Head of School

- Bachelor's degree or higher in science and or math
- Minimum of three years as a classroom teacher in the respective field, preferably middle school
- Virginia Department of Education Teaching License is preferred, but not required
- Experience working at an independent school is highly preferred and desired, but not required.

Workplace Expectations

Lynnhaven Academy believes that every individual makes a significant contribution to our success. That contribution should not be limited to assigned responsibilities, job titles, seniority, or tenure. Therefore, this position description is designed to define primary duties, qualifications and job scope, but it should not limit the incumbent nor Lynnhaven Academy to the work identified. It is our expectation that every employee, no matter their position, will offer his/her/their services wherever and whenever necessary to ensure the success of Lynnhaven Academy's goals.

- Work effectively with and respond to people from diverse cultures or backgrounds
- Demonstrate professionalism and appropriate judgment in behavior, speech and dress in a neat, clean and appropriate professional manner for the assignment and work setting
- Have regular and punctual attendance
- Confer regularly with other staff and immediate supervisor
- Follow all school policies, work procedures and reasonable requests by the proper authority
- Maintain the integrity of confidential information relating to a student, family, colleague or Lynnhaven patron

Physical Requirements

The physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Must be able to sit for extended periods of time
- Frequently required to talk and listen
- Must be able to regularly use repetitive wrist/hand/finger movement to work on computer and/or related office equipment.

COVID-19 and Infectious Diseases

The employee may be required to wear a qualifying mask for up to 8 hours per work day to help mitigate the potential spread of COVID-19 or other infectious diseases. An employee may be required to wash their hands and sanitize desks and chairs on a routine basis.

Mandatory Child Abuse Reporting:

Lynnhaven employees are mandated child abuse reporters pursuant to § 63.2-1509 of the Code of Virginia; Mandated reporters shall report immediately any suspected abuse or neglect that they learn of in their professional or official capacity unless the person has actual knowledge that the same matter has already been reported to the local department or the department's toll-free child abuse and neglect hotline.

Application Instructions:

Please send the following to Johnathan Harris, Head of School at jharris@lynhavenacademy.org - No phone calls.

1. A letter of interest
2. Resume
3. Three (3) references (one must be from your last principal, not assistant principal) with email and phone number
4. Sample lesson plan related to any unit of study involving science or math
5. Education philosophy

Lynnhaven will select two individuals to come on campus for interviews with school leadership and student ambassadors. The individual will also teach a short 45 minute lesson on a topic selected by the school. Advance notice of the topic will be given to the candidate so they may prepare.