

**Merit Academy is currently seeking a Music Teacher to join our faculty, starting this 2022-2023 school year.**

**ABOUT MERIT ACADEMY:**

Merit Academy is a new school-of-choice in the beautiful mountain community of Woodland Park, CO. This classical, Core-Knowledge® school is currently in the start-up process, with doors opened in August, 2021 at max capacity of 184 with over 70 students on the waitlist. For our second year, we are anticipating nearly 300 full time students, grades K-9. There is great need and desire for a classical, public school option in our area.

Merit Academy will serve grades K-9 during this second year, growing to K-12 over the first five years. At maturity, Merit Academy will have two classes per grade, with purposefully smaller class sizes. Merit is also growing our homeschool enrichment opportunities with Merit Academy.

Merit Academy is unique in that it is situated in an area that provides many opportunities for tremendous Rocky Mountain Enhancements. Additionally, to honor our rural culture and demographics, there is a “rocky mountain version” of a uniform, unique to what you may find in an urban and traditional classical school.

Merit incorporates a vertical and horizontal integration within academics and the House System on various Fridays. This careful design not only allows team cohesion among students of all ages and abilities in community and school projects, but it also provides our valued educators with additional collaboration and planning time.

Vision: To graduate students prepared for success in a free society, promoting civic responsibility and contributing their talents in a flourishing republic by pursuing beauty, truth, and good.

Mission: Merit Academy will cultivate the minds and nurture the hearts of K-12 youth in the Ute Pass/Woodland Park region with instruction in the principles of moral character and civic virtue, employing honored foundations of classical education and Core Knowledge®.

**POSITION:**

Music teachers are critical to the successful startup of Merit Academy. In that, it is important that candidates are a solid fit for the school, community, and curriculum (and vice versa). Teachers will work with the Dean of School through the development and growth of Merit Academy. Our teachers will bring to our students and our school poise, joy, respect and an ability to cultivate the positive relationships needed to instill confidence and trust.

It is important that our teachers are courageous, personable, encouraging, and well-spoken. The ideal candidate will create a classroom of inquiry-based, modern Socratic teaching approaches in classical education. Attention is on rigorous, classical, Core Knowledge academics. The school culture is one of trust, respect, joy, and deep engagement in one another and in our community. In summary, our staff, parents, and volunteers will inspire students to pursue excellence and put forth their best efforts in all aspects of life.

The ideal candidates will embrace the “rocky mountain version” of traditional-classical education that makes Merit Academy unique. These Enhancement coaches will be subject matter experts in their respective fields of PE, Music, or Art and in classical education, Core Knowledge®, Colorado State Standards, performance assessments, and other required educational components.

Specific job duties, responsibilities & qualifications will be established further. Currently, the enhancement-coach positions are part time and will be paid on stipend, based on additional offerings during block scheduling.

#### **DUTIES & RESPONSIBILITIES:**

- Provide instruction in music to Upper Level students
- Further develop the Upper Level choirs and introduce instrumental curriculum to students
- Understands child growth and development, incorporates that knowledge in planning and implementation of curriculum for best retention and comprehension
- Identifies with and adheres to the vision of Merit Academy and our principles of classical education
- Convey knowledge to students, meet each child’s academic needs in collaboration with the academic team
- Implements curriculum and instruction in a matter consistent with Merit Academy
- Support discipline procedures, including requiring students be respectful of teachers, staff, and volunteers
- Provide clear expectations and effectively redirect misbehavior
- Evaluate each student’s progress on a regular basis and communicate this progress to the student, parents, academic team and Deans.
- Cultivate the fundamental virtues of Merit Academy
- Works with Dean of Academics in student performance assessments, and achievement of student and professional objectives

#### **QUALITIES & CHARACTERISTICS:**

- Professional and empathetic when dealing with concerns of parents, families and fellow staff
- Moral character, acts with integrity and wisdom.
- Holds a conviction and dedication to school choice and Merit’s vision and mission.
- Emboldens students, parents, and associated volunteers to love learning, embrace our virtues, and promote a life of responsible citizenship in a flourishing republic.
- Engenders trust and assurances in others through effective, personable communication, kindness and community involvement, behavior, and outreach.

#### **KNOWLEDGE & SKILLS:**

- Ability to relate to students and an appreciation of their curiosity, desire for understanding, and age-appropriate levels of fun and interaction
- Contributes to a collegial faculty throughout the school
- A commitment to Core Knowledge®, classical education, school choice, and the positive contributive culture of Merit Academy

- Understanding of classical education, and classical education's history and foundation within Western civilization
- Incorporate various student performance assessment tools to ensure student and school performance objectives are met
- Able to communicate with poise, winsomeness, kindness, and humility
- Ability and desire to learn and master student performance tools and requirements, professional development opportunities, and typical practices in an independent school

**REQUIRED QUALIFICATIONS:**

- Bachelor's degree or higher in Music or Education
- Must love working with students
- An understanding of charter schools or other schools-of-choice
- Works well with students, staff, and parents
- Enthusiastic about and able to teach with inquiry-based strategies, projects of learning, fitted to each student's ability
- Conviction in Merit Academy's vision, mission and in a classical, liberal arts education
- Ability to maintain classroom decorum
- Strength of character
- Desire for professional development, growth and mentorship

**REPORTING STRUCTURE:**

Reports to the Dean of Schools. Works side-by-side with teachers, counselor, specialists, and additional staff.

**PAY & BENEFITS:**

There are 164 contact days and 13 in-service days for teachers. Enhancement coaches are scheduled to work .5 days pay and benefits are as follows:

- \$30-\$35/hr
- School holidays and breaks
- Awards for grants

Additional opportunities may be combined to equal a .6FTE, .8FTE or 1.0 FTE position.

**CONDITIONS OF EMPLOYMENT:**

- Offers of employment are conditional subject to successful background and reference check
- This is a full-time, salaried position, exempt from overtime.
- Employees are at-will employees
- As required by the IRCA, employees must be verified as legally eligible to be employed in the United States.

**APPLICATION PROCEDURE:**

Please submit the following required items to: [hr@merit.academy](mailto:hr@merit.academy)

- Cover letter
- Resume/CV
- Minimum of three references within the past two years
- Unofficial transcripts and any applicable certifications
- Short essay answers to the following questions/topics:
  - Describe your educational philosophy and how your teaching in these specialty fields would contribute to Merit Academy's vision, mission, and our unique rocky mountain adaptations.