

Merit Academy is currently seeking a Latin Instructor starting this 2023-2024 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. We currently have 331 full and part time students, grades K-9. For our third year, we are anticipating over 400 full time students, grades K-10. There is great need and desire for a classical, public school option in our area.

Merit Academy will serve grades K-10 during this third 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 responsibility.

POSITION:

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®, curriculum standards, performance assessments, and other required educational components.

Specific job duties, responsibilities & qualifications will be established further. Part of this position is to help Merit Academy develop a Latin program, starting with an introductory program, advancing as our students advance as well.

DUTIES & RESPONSIBILITIES:

- Identifies with and adheres to the vision of Merit Academy and our principles of classical education
- 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.
- Works with Deans in student performance assessments, and achievement of student and professional objectives

QUALITIES & CHARACTERISTICS:

- Professional and understanding 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, our great American Republic, 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.

KNOWLEDGE & SKILLS:

- Expertise in the Latin language
- Ability to teach beginning Latin to students, few of whom have had anything more than introductory Latin
- 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

REQUIRED QUALIFICATIONS:

- Bachelor's degree or higher in the respective field, Latin/Classics, science, law, or one of the liberal arts with several courses or experience in Latin or Classic Studies
- 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
- 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 Upper School. Works side-by-side with teachers and additional staff.

PAY & BENEFITS:

There are 164 contact days and 13 in-service days for full-time teachers.

Enhancement courses to equal full-time status

- \$42,000 - \$58,000, depending on qualifications

- School holidays and breaks
- Additional 10 days personal/sick leave (Full-time employees)
- Bonuses for grant awards
- Health insurance (must be at least .75 FTE)
- Dental insurance (must be at least .75 FTE)
- Optional vision insurance
- Retirement benefits with PERA

CONDITIONS OF EMPLOYMENT

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

APPLICATION PROCEDURE (SUBMIT TO HR@MERIT.ACADEMY) :

- Cover letter
- Resume/CV
- Minimum of three reference letters 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 would contribute to Merit Academy's vision, mission, and our unique rocky mountain adaptations.
 - Explain how you would respond to a parent who is upset over a grade
 - What does a successful school look like to you?