



Merit Academy is expanding and currently seeking Grammar School Teachers to join our faculty, starting this 2025-2026 school year. Openings include teachers in the following grades:

1st, 4th, 5th Grade Teacher

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 505 full and part time students, grades PK-11. For our fifth year, we are anticipating over 570 full- and part-time students, grades PK-12. There is great need and desire for a classical, public school option in our area.

Merit Academy will serve grades PK-12 during this upcoming fifth year. At maturity, Merit Academy has smaller class sizes and a purposeful curriculum for enhanced performance and growth. We also have great 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

Grammar school teachers are critical to the successful growth 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 Grammar School and Headmaster 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 an intensive, 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. Merit educators are passionate for the Core Knowledge® curriculum,

liberal arts, Merit's vision and mission, and our five virtues of valor, perseverance, responsibility, goodness, and friendship. Staff also embrace and support the ideas and philosophy of America's Founding. Teachers will be subject matter experts in classical education, Core Knowledge®, curriculum standards, performance assessments, and other required educational components.

DUTIES & RESPONSIBILITIES:

- 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
- Teaches subject areas in accordance to curriculum guidelines through Core Knowledge sequence and with guidance of the Dean of Grammar School
- 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
- Supports students in growth and mastery of literacy and mathematics, among other liberal arts study
- Support discipline procedures, including requiring students be respectful of teachers, staff, and volunteers
- Tolerate no cruelty among students: support respect, understanding, and civic responsibility which includes interaction with others
- Provide clear expectations and effectively redirect misbehavior
- Work with teams to ensure vertical and horizontal alignment of curriculum through Core Knowledge sequence
- Assign, correct, and grade assignments, quizzes, tests.
- 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
- Embrace the school's vision and mission
- Works with Dean of Grammar 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:

- Expert in teaching fundamentals to elementary grade students (K-5); specific to the grade of the position open
- Thorough understanding of Mathematics, Reading, Grammar, Writing and teaching to promote students' understanding, as well as improve growth and performance in these subjects.
- Ability to relate to young 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®, Singapore Math, 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 K-6 Education or similar field of study
- Background of proven student performance and growth
- Must love working with elementary age students, their thirst for knowledge, and their wonderful, endearing persons
- An understanding of charter schools or other schools-of-choice
- Works well with students, staff, and parents
- Enthusiastic about and able to teach with the Core Knowledge curriculum, Singapore Math, 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
- Embodiment of Merit Academy's virtues and dedication to our patriotic roots of Founding
- Ability to maintain classroom decorum
- Strength of character
- Desire for professional development, growth and mentorship
- Appropriate Colorado Licensure, Out of State License, or a passing score of the appropriate Praxis exam

PREFERRED QUALIFICATIONS

- Teacher can be hired if in the final phase (Student-teaching) of degree
- Experience teaching the Core Knowledge curriculum
- Experience in a charter or independent school

REPORTING STRUCTURE:

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

PAY & BENEFITS:

There are 166 contact days and 12 in-service days for teachers (17 for new hires). School of Grammar

teachers have an additional planning daily for classroom prep, data dives, and at least bi-weekly collaboration across grades. Additional in-service (voluntary) or summer work may also include a stipend or flex time, TBD

- \$44,000-\$58,000, depending on experience
- School holidays and breaks
- Additional 10 days personal/sick leave
- 15% Awards for educational grants written by, received, and managed by employees (prior approval for each application)
- Health insurance coverage (equivalent to \$7,800 annually) or \$300/mo in-lieu-of health insurance for staff who have ample coverage through another party
- Dental insurance (equivalent to \$420 annually)
- Optional vision insurance
- \$40,000 Life insurance coverage
- Retirement benefits through PERA (a match of 21% of employee salary paid by Merit Academy to Employee's retirement account through PERA)
- Possible bonuses throughout the year
- Childcare provided during PD/Inservice Days

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

- Cover letter
- Resume/CV
- Minimum of three reference letters within the past two years
- Unofficial transcripts and any applicable certifications