

Merit Academy is currently seeking an Instrumental Band/Strings Teacher to join our faculty, starting this 2024-2025 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 430 full and part time students, grades K-9. For our fourth year, we are anticipating over 500 full- and part-time students, grades K-11. There is great need and desire for a classical, public school option in our area.

Merit Academy will serve grades K-11 during this fourth year, growing to K-12 over the first five years. 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.

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:

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). 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.

Teachers will work with the Dean of Upper 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. This includes supporting the school’s patriotic founding, studying extensively this great Republic’s founding. In that, Merit Academy is also a school that believes the “hot” and “controversial” topics of today’s world are best taught at home, allowing the school to focus on the academics to which we are committed.

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. This music teacher will bring to a new school the introduction of instrument, percussion, or strings to our students

Specific job duties, responsibilities & qualifications are posted below and require a thorough understanding of music, reading music, playing instruments and further a student's growth in each of these areas.

DUTIES & RESPONSIBILITIES:

- Provide instruction in introduction band, percussion, or strings to Upper Level 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 of music (reading, playing, understanding) for growth and performance
- 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 Upper School 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:

- Must love working with students
- Expert in music and music education: Band, Strings, Reading, Performing
- An understanding of charter schools or other schools-of-choice
- Works well with students, staff, and parents
- Enthusiastic about and able to introduce students to instruments, music, and logic
- 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 Music faculty chair and Dean of Upper School. Works side-by-side with teachers, specialists, and additional staff.

PAY & BENEFITS:

There are 165 contacts days and 12 in-service days (15 for new hires). Additional in-service (voluntary) or summer work may also include a stipend or flex time, TBD

- \$42,000-\$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
- 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 references within the past two years
- Unofficial transcripts and any applicable certifications

