

Merit Academy is currently seeking Teacher Aides/Paraprofessionals to join our faculty, starting this 2022-23 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

The paraprofessional will work with the Deans and teachers through the development and growth of Merit Academy. There may be coaching opportunities to assist students with learning and small group activity. Our staff bring to our students and our school poise, joy, respect and ability to cultivate the positive relationships needed to instill confidence and trust.

It is important that our staff members are courageous, personable, encouraging, and well-spoken. 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.

DUTIES & RESPONSIBILITIES:

- Assist with grading, attendance and instructional centers, etc.
- Assist students with classroom activities.
- Provide curriculum instructional delivery to both individual and small groups to ensure mastering of subjects.
- Supervise and monitor students during playground, lunchroom, field trips, passing periods, classroom activities, etc.
- Assist injured or sick students to the health room
- Cover classroom for short periods when the teacher is called out of the classroom
- Prepare classroom materials: laminating, copying, filing, etc
- Work under the guidance of a teacher and are not expected to create lesson plans
- Work with small groups of students on academic work
- Provide extra support in classrooms.
- Other duties, as assigned

KNOWLEDGE & SKILLS:

- Ability to relate to students and an appreciation of their 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
- An understanding of charter schools or other schools-of-choice
- Able to communicate with poise, kindness, and humility
- Desire for professional development, growth and mentorship

REQUIRED QUALIFICATIONS:

- High School Diploma or equivalent
- Prior experience working with children
- Well written, well spoken
- Proficient language, math, writing and communication skills.
- Mastery of general office equipment
- Mastery of or able to quickly master PowerSchool (Student Information System) and other programs for assessment and to support teacher and student performance
- Personable and professional with students, staff, and parents
- Conviction in Merit Academy's vision, mission and in a classical, liberal arts education
- Ability to maintain confidentiality

PREFERRED QUALIFICATIONS

- Post-secondary study in education, child development, liberal arts, or similar field
- Experience in a school setting (charter or independent school preferred)

REPORTING STRUCTURE:

Reports to the Dean of Schools.

PAY & BENEFITS:

This would be a 9+-month position, Late-August to End-May. \$18-\$22/hour, 5 hours/day (options available for additional tutoring hours or House Fridays)

- School holidays and breaks
- personal/sick leave for full time employees
- Stipends for grant awards
- Health insurance (full time)
- Dental insurance (full time)
- Optional vision insurance
- Retirement benefits (full time)
- Employee Assistance Program

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
- Any applicable post-secondary, unofficial transcripts and/or certifications
- Short-essay answers to the following questions:
 - What is your educational philosophy, particularly from the perspective of a teacher/classroom aide?
 - How do you see yourself contributing to the launch, growth, and development of Merit Academy and our vision and mission?