

Merit Academy is currently seeking Secondary History 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

History teachers are critical to the success of our students. The US Constitution, Declaration of Independence, Federalist Papers, and other original sources are core to our school's study and our emphasis on student citizenship. In that, it is important that candidates are a solid fit for the school, community, and curriculum (and vice versa). The history teacher will work with the Deans and Director of Development through the development and growth of Merit Academy. 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:

- Understands adolescent cognitive, behavioral, and emotional 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 specialty subject areas in accordance to curriculum guidelines through original works and in collaboration with fellow teachers for the knowledge-depth sequencing.
- Convey knowledge to students, meet 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 liberal arts
- 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
- 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 Schools 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 adolescent 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
- Understanding of Core Knowledge® and 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, with minimum of 24 credits in history
- Must love working with adolescent students and their tendency to seek logic and reasoning
- 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, inquiry-based strategies, projects of learning, fitted to student 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

PREFERRED QUALIFICATIONS

- Experience teaching history to middle school and high school students.
- Understanding of CO standards, alignment, and performance indicators
- Experience in a charter or independent school

REPORTING STRUCTURE:

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

PAY & BENEFITS:

There are 164 contact days and 13 in-service/conference days for full-time teachers. Fridays are ½ day teaching and ½ day collaboration for full-time teachers. Additional in-service (voluntary) or summer work may also include a stipend or comp time, TBD. This position can be a full-time position with additional

Enhancement courses to equal full-time status

- Base salary begins at \$40,000 and increases with experience, education, and other professional considerations.
- School holidays and breaks
- Additional 12 days personal/sick leave (Full-time employees)
- Bonuses for grant awards
- Health insurance or \$300/mo in lieu of if employee has ample coverage under a different plan
- Dental insurance
- Optional vision insurance
- Retirement benefits/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 verified as legally eligible to be employed in the United States.

APPLICATION PROCEDURE (submit to 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: o Describe your educational philosophy and how your teaching would contribute to Merit Academy's vision, mission, and our unique rocky mountain adaptations.