



Assistant Teacher

ABOUT AIM HIGH

At Aim High, students unlock their limitless potential by participating in a multi-year summer joyful, enrichment program that empowers middle school students navigating systemic barriers, igniting their love of learning and yielding real results—97% of Aim High alumni graduate high school and go on to college. Grounded in the Aim High CORE Values (Community, Opportunity, Respect, and High Expectations), every student feels seen and supported. Aim High gives students the confidence to succeed in high school and beyond. Aim High also fosters a supportive professional community where educators - from aspiring to experienced - grow personally and professionally. For more about Aim High, please visit www.aimhigh.org.

Aim High Aspiring Teacher Program

We are committed to supporting aspiring educators and have formulated a program that will offer financial scholarships, professional development, and continued coaching for those who are interested in pursuing a career in education. We believe in supporting committed individuals who want to further develop professional skills to be an educational leader in social and racial justice.

Position Summary

Assistant Teachers (ATs) support a Lead Teacher to teach a core academic subject and afternoon enrichment activities. ATs receive mentorship and coaching to practice and strengthen teaching skills while learning and exploring pathways to enter educational careers. ATs participate in professional development focused on classroom instruction and planning, developing relationships with students, and learning how to support the development and social-emotional skills of middle school students.

This is a six-week position: one week of faculty training and five weeks of teaching middle school students using project-based curriculum and culturally responsive pedagogies grounded in restorative practices. All Aim High summer staff also have the opportunity to participate in online training before the start of the summer program.

Duties and Responsibilities

- Supports a Lead Teacher to teach morning academic core classes while participating in lesson planning and delivering daily lessons.
- Participate in professional development and develop a deeper understanding of the practice of culturally responsive pedagogies, developing project-based lessons, and creating a safe-learning environment grounded on restorative practices.

- Support with classroom environment: lesson material setup, leading team builders and small group instruction.
- Supports afternoon enrichment activities such as sports, city exploration, arts & crafts, etc.
- Co-lead advising groups, work to create a positive environment and strong relationships with students and colleagues.
- Participate in weekly check-ins with teaching team members and specialists.

Qualifications

You will be successful in this position if you possess:

- A deep commitment to Aim High's Mission, Vision, Purpose, and CORE Values
- An interest in the field of education and am committed to further developing professional skills to be an educational leader in social and racial justice.
- A growth mindset, willingness to give and receive feedback.

You will be successful in this position if you are:

- A current college student or recent college graduate
- A team player, reliable, creative problem-solver and have excellent interpersonal skills.
- Skilled at establishing and maintaining positive working relationships with others.
- Responsible and demonstrate a commitment to social and racial justice, anti-racism, and equity in education
- Culturally competent and have an awareness and understanding of the communities being served
- Proficient in Microsoft Office Suite, Google Workspace, and basic knowledge of classroom technology

Bonus Points if you:

- Have dual language abilities (English-Spanish, English-Chinese, etc.)
- Are an Aim High alumni

Job Details

- Reports to: Site Directors
- Location: Aim High has 18 sites across the Bay Area: San Francisco, Oakland, San Rafael, Richmond, Novato, Napa, EPA, and Tahoe/Truckee.
- Classification: Non-exempt from overtime; paid hourly
- Pay ranges from \$19.25 to \$26 per hour depending on experience
 - Compensation for this position will be determined following the ranges listed below with additional compensation beyond the beginning of the range for employees who (1) have language abilities that would proficiently facilitate conversations in languages other than English as needed by the school site, (2) are at a junior or senior level in college and/or has youth development work experience, and/or (3) have previously served in an Aim High Specialist role:
 - Employees in their first year as an Aim High Assistant Teacher will earn \$19.25 - \$21 per hour
 - Employees in their second year as an Aim High Assistant Teacher will earn \$20.50 - \$22.25 per hour

- Employees in their third year as an Aim High Assistant Teacher will earn \$22 - \$23.75 per hour
 - Employees in their fourth year as an Aim High Assistant Teacher will earn \$23 - \$24.75 per hour
 - Employees in their fifth year or more as an Aim High Assistant Teacher will earn \$24.25 - \$26 per hour
- This is a temporary, full-time position for the six weeks of the summer program or as indicated below
 - May 11 / June 8 - July 20 (San Jose site)
 - Note: We anticipate approximately 8 hours of in-person training on May 11 followed by up to 8 additional hours of asynchronous training before June 8.
 - June 3 - July 12 (Oakland sites)
 - June 10 - July 19 (select SF sites)
 - June 10 - July 12 - (East Palo Alto)
 - June 17 - July 26 (select SF Sites, Richmond, San Pablo, North Bay Sites)
 - June 24 - August 2 (Tahoe/ Truckee)
- This position is expected to work during the general hours of 8am to 4pm and up to two family evening events.
- Unpaid holidays: Aim High's summer program will be closed on Wednesday, June 19th and Thursday, July 4th and Friday, July 5th.

Apply Now: www.aimhigh.org/teach/

Aim High strongly encourages everyone to obtain the available COVID-19 vaccinations and boosters. The COVID-19 vaccine may be required for certain school sites and Aim High will comply with those policies. Aim High will review and consider requests for reasonable accommodations as needed.

At Aim High, we recognize that striving to be a truly anti-racist, diverse, equitable, and inclusive (A.D.E.I.) organization requires deep and long-term commitment. We know that we will make mistakes, and we are dedicated to learning from them. We ask our broader Aim High team – including staff, educators, board members, and supporters – to encourage, challenge, and join us in living out our commitment to A.D.E.I.

Aim High is an equal opportunity employer. Aim High seeks diversity in its community and affords equal employment and advancement opportunities to all qualified individuals without regard to race, creed, color, religion, national origin, ethnicity, ancestry, sex, sexual orientation, age, physical or mental disability, marital status, citizenship status, medical condition, or any other legally protected status.