



Co-Lead 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—98% of Aim High alumni graduate high school and go on to college. Grounded in the 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.

The Opportunity

Co-Lead Teachers share responsibilities to lead core academic subjects. Co-Lead teachers receive mentorship and coaching to practice and strengthen teaching skills while learning and exploring pathways to enter educational careers. All teachers 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.

Co-Lead Teachers teach core classes in project-based STEM, Humanities, or Issues & Choices, which includes social-emotional learning and college and career awareness. You co-create and cultivate learning experiences that: build a community of trust among students and teachers; stimulate brain growth in students; foster academic mindsets; and make learning fun.

This is a six-week position: you will be provided with one week of training before the summer program and five weeks of teaching middle school students. All Aim High summer staff also have access to online training materials before the start of the summer program.

Duties and Responsibilities

- Co-lead academic core classes with the support of a co-teacher team..
- Co-lead lesson planning and implementation, utilize restorative practices for creating a safe learning space, and create an effective team teaching environment.

- Set and work towards teaching and leadership goals to strengthen and explore new teaching practices.
- Co-lead advising groups, work to create a positive environment, and build relationships with students and colleagues.
- Participate in weekly check-ins with teaching team members and the Instructional Coach.
- Participate in pre-summer and weekly professional development to learn teaching skills
- Collaborate with specialists (Instructional Coach and Student Support Specialist)
- Co-lead, planning and support enrichment activities such as sports, city exploration, arts & crafts, etc.
- Other duties as assigned.

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 commitment to further developing professional skills to be an educational leader in social and racial justice.
- Prior experience in youth development or working in a K-12 educational setting.
- Experience or interest in culturally responsive teaching, as well as project-based and inquiry-based approaches to student learning.
- The ability to uphold and maintain confidential information
- A positive, can-do attitude with a propensity for action and efficiency
- Strong attention to detail and communication skills
- The ability to work independently and as a team; build and maintain productive working relationships with colleagues and students
- A growth mindset along with a willingness to give and receive feedback.

You will be successful in this position if you are:

- A current college student (junior/senior) or recent college graduate
- Responsible and demonstrate a commitment to social and racial justice, anti-racism, and equity in education
- Committed to and have experience working with underserved youth
- 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 or former Aim High staff member

Job Details

- Reports to: Site Directors
- Location: Aim High has 18 sites across the San Francisco Bay Area, including San Francisco, Oakland, San Rafael, Novato, Napa, and Tahoe/Truckee. We are seeking multiple Co-Lead Teachers for each site.

- Classification: Non-exempt from overtime; paid hourly
- Pay ranges from \$20.25 to \$27.00 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 \$20.25 - \$22 per hour
 - Employees in their second year as an Aim High Assistant Teacher will earn \$21.50 - \$23.25 per hour
 - Employees in their third year as an Aim High Assistant Teacher will earn \$23 - \$24.75 per hour
 - Employees in their fourth year as an Aim High Assistant Teacher will earn \$24 - \$25.75 per hour
 - Employees in their fifth year or more as an Aim High Assistant Teacher will earn \$25.25 - \$27 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.