



## 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](http://www.aimhigh.org).

### The Opportunity

Aim High is seeking educational professionals who are skilled at creating joyful teaching experiences, both for students and other members of the teaching team. This role is ideal for classroom teachers who want to stay engaged in pushing their teaching practice forward, reinvigorate their passion for teaching, or further their teaching practice in a different kind of teaching environment with smaller class sizes, more in-classroom support, and no academic year pressure. Lead Teachers orchestrate the instrumental role in allowing Aim High to deliver our summer program. Lead Teachers, in partnership with their classroom team, will include a high school intern or a college-age assistant Assistant Teacher and other educational specialists. Lead Teachers teach core classes in project-based STEM, Humanities, or Issues & Choices, which includes social-emotional learning and college and career awareness.

You will get to 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. You will also provide coaching and mentorship to the classroom team as they explore and learn more about educational careers.

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

- Lead academic core classes with the support of a teaching team, Assistant Teacher or High School Instructional Assistant.
- 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 and participate in goal setting and observation cycle during the program.
- Mentor and support the growth of their teaching team, which involves:
  - Co-planning lessons and meeting learning objectives.
  - support Assistant Teachers in developing their confidence as aspiring educators
  - Supporting the development of professional skills such as time management, communication, accountability, and taking initiative.

- Co-lead advising groups, work to create a positive environment, and build relationships with students and colleagues.
- Lead daily/weekly check-ins with teaching team members to successfully meet the learning needs of students, lesson planning, and class prep
- 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
- A Bachelor's degree (preferred) or 4+ years of relevant work experience will suffice
- Prior experience in teaching and leading a K -12 classroom or pursuing a teaching credential or graduate degree in education or related fields (youth development)
- Experience 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:

- 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
- Hold a valid Teaching Credential

## 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 \$25 to \$36.75 per hour depending on experience.
  - o 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) hold a teaching credential and/or a master's degree, (2) have prior classroom teaching experience and/or youth development work experience, and/or (3) have previously served as an Aim High Site Director or in a Specialist role:
    - Employees in their first year as an Aim High Lead Teacher will earn \$25 - \$26.75 per hour
    - Employees in their second year as an Aim High Lead Teacher will earn \$27.50 - \$29.25 per hour
    - Employees in their third year as an Aim High Lead Teacher will earn \$30 - \$31.75 per hour
    - Employees in their fourth year as an Aim High Lead Teacher will earn \$32.50 - \$34.25 per hour
    - Employees in their fifth year or more as an Aim High Lead Teacher will earn \$35 - \$36.75 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 from 8am to 4pm and up to two family evening events.
- Unpaid holidays: Aim High's summer program will be closed on Wednesday, June 19th Thursday, July 4th, and Friday, July 5th.

**Apply Now with your resume and cover letter:** [www.aimhigh.org/teach/](http://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.