



Substitute 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.

Position Summary

Aim High is on the lookout for educational professionals adept at crafting engaging teaching experiences, both for students and fellow educators. This position is perfect for classroom teachers seeking to elevate their teaching methods, reignite their love for teaching, or explore a new teaching environment characterized by smaller class sizes, ample in-class support, and freedom from academic year constraints.

As a Substitute Lead Teacher, you'll play a crucial role in enabling Aim High to deliver its summer program. Alongside your classroom team, which may include a high school intern, a college-age assistant, and other education specialists, you'll lead core classes in project-based STEM, Humanities, or Issues & Choices, incorporating elements of social-emotional learning, as well as college and career awareness.

In this capacity, you'll step in to support sites in the event of a lead teacher's absence. Our program spans from June 10th to August 2nd across 16 sites in the Bay Area, including San Francisco, Oakland, San Rafael, Richmond, Novato, Napa, East Palo Alto, and Tahoe/Truckee. Site assignments will be based on your availability.

Duties and Responsibilities

- Lead academic core classes with the support of a teaching team, Assistant Teacher or High School Instructional Assistant.
- Collaborate with specialists (Instructional Coach and Student Support Specialist)
- 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

Job Details

- Reports to: Program Director
- Location: Varies based on need. Aim High has 17 sites across the Bay Area in San Francisco, Oakland, San Rafael, San Pablo, Richmond, Novato, Napa, San Jose, and Tahoe/Truckee
- Classification: Non-exempt from overtime; paid hourly
- Hourly Pay: \$35.00 per hour
- This is a temporary, as needed position running from June 10th - August 2nd
- This position is expected to work from 8am to 4pm

Apply Now: www.aimhigh.org/teach/

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.