



**JOB TITLE: High School Teacher (Multiple Positions), Full-time**  
**LOCATION: Annapolis, Maryland**

### About New Village Academy:

Come join us in reinventing high school - giving students the WILL and the SKILL to transform their own education and future!

New Village Academy, a small public charter high school opening in Fall 2024 in Annapolis Maryland, is seeking dedicated and innovative teachers to create a new school community together!

Co-designed by high school students and Annapolis community leaders, New Village is committed to “High School Done Differently” using Equity as our Foundation, the Science of Motivation as our Playbook, and the City of Annapolis as our Classroom. Our small size fosters a close-knit community where every student is known as a unique individual, ensuring that no one “falls through the cracks.” Our project-based learning model and emphasis on internships, apprenticeships, and dual enrollment in college ensure that students are fully prepared for the future they envision for themselves. We are looking for educators who are adaptive, reflective, collaborative, and creative problem-solvers ready for the challenge of creating a unique new school in a diverse community.

We are inspired by Expeditionary Learning, Big Picture Learning, Modern Classrooms Project, and Restorative Justice in Education, combining the strengths of each to create a unique vision for student learning.

Learn more about us at [www.newvillageacademy.org](http://www.newvillageacademy.org)

### Teaching Responsibilities:

- Serve as a “Crew Leader” (advisor) to 14 students (looping for all 4 years)- act as an interdisciplinary generalist, prioritize relationship-building, engage in wayfinding, team-building, wellness strategies, and family collaboration/communication, and guide each Crew member toward an engaged, successful life of their own design.
- Serve as a content area teacher using “guide on the side” teaching strategies, project-based cross-disciplinary learning experiences, blended learning, and strengths-based differentiation.
- Create and implement culturally responsive, locally-grounded Community Action Projects (Science, Literacy, and Social Studies) and/or self-paced skill development

structures using the Modern Classrooms Project approach (Math and Language) for our academically, racially, economically, and culturally diverse students.

- Hold students accountable to building high-quality portfolios in our competency-based assessment structures across four domains - academic mastery, powerful communication, personal growth, and life and career development.
- Contribute to Restorative Justice processes and collaborative decision-making.
- Design and supervise frequent field study and community service work including collaborating with community organizations, riding public transit with students, and embracing physical challenges.
- Conduct visits to student internship sites to monitor progress, using own transportation.

### Teacher Qualifications:

- Minimum Bachelor's degree *required* for all teaching positions.
- MSDE Teacher Certification will be prioritized, but committed candidates without initial certification WILL be considered - participation in a district-approved [Alternative Teacher Certification Program](#) is required, if not already certified.
- Valid Driver's license and own transportation needed (for internship site visits).
- Bilingual Spanish speakers are encouraged to apply.
- We are committed to hiring teachers who reflect the diversity of our students!
- High-functioning, innovative, and collaborative spirit.
- Positive problem-solving skills and flexibility in a start-up environment.
- Strong organization and project management skills.
- Willingness to lead outdoor activities and community service work.
- Willingness to go beyond one's comfort zone in pursuit of the extraordinary.
- And, most importantly, thoughtful alignment with our mission:

*New Village Academy ensures every student is KNOWN, CONNECTED, EMPOWERED, and ACCOUNTABLE so they can develop the WILL and the SKILL to take charge of their education and their future, with the city of Annapolis as our classroom.*

- **One Student at a Time** - Education is personalized and solutions are custom-designed, not cookie-cutter. Every student has a unique brilliance.
- **Ubuntu** - We are in this together - We cannot truly thrive unless we are *all* thriving.
- **Relationships at the Center** - We prioritize trusting relationships and a supportive community for students to thrive and learn, including participation in Restorative Justice practices and family outreach.
- **Social Justice** - We keep (reflective) equity at the center of all we do, affirm students' cultural identity, meet their needs, and support their aspirations - "Warm Demander" orientation - We design and engage students with relevant, responsive, social justice-oriented curriculum.

- **Family and Community** - We enroll families, not just students, in the educational process - We celebrate and leverage the strength and resilience of the community of Annapolis - The City of Annapolis is our classroom!
- **Authentic Application** - Real-world application drives the learning design across the curriculum and is not an afterthought or add-on.
- **Growth Mindset** - People with purpose can transform their trajectory - we teach to fish - EVERY student has the capacity for self-motivation, self-reflection, and self-regulation - We honestly leverage strengths and acknowledge challenges to get where we need to go.
- **Rigor and Revision** - Mastery matters - Getting students to excellence in our competency progressions means they will have the skills they need to succeed
- **EVERY student launched** - we relentlessly pursue building the WILL and the SKILL in every individual student for success in college or career, character, and civic engagement.

### Salary and Benefits:

- Anne Arundel County Public Schools union-negotiated [salary scale](#) plus supplemental pay for additional responsibilities (Among top 3 Maryland Districts for starting pay). Pay range \$58,000-\$113,000.
- Excellent AACPS [Benefits](#)
- Exceptional professional development opportunities including 1-2 additional paid weeks of pre-opening summer training and, every Wednesday afternoon, early dismissal with collaborative planning and training.
- Opportunity for deep, transformative relationships with students, colleagues, families, and the Annapolis community.
- Opportunity to be part of a ground-breaking educational innovation.

### Application Process:

Interested candidates should submit a resume, and cover letter/statement of interest in New Village Academy's approach (see [www.newvillageacademy.org](http://www.newvillageacademy.org)) to New Village Academy Head of School, Romey Pittman (she/her), at [rpittman@newvillageacademy.org](mailto:rpittman@newvillageacademy.org). (Or submit a resume through Indeed.com).

We will begin pre-screening interviews February 1. The formal application process takes place through the Anne Arundel County Public Schools Careers Portal ([www.aacps.org/careers](http://www.aacps.org/careers)) beginning March 1. Rolling applications will be accepted until the school year begins, but please engage early by reaching out to us directly! We can't wait to hear from you!

## Specific Positions Available:

1-2 Special Education Teachers - and crew advisors  
1 ESOL/Spanish Teacher - and crew advisor  
1 Social Studies Teacher - and crew advisor  
1-2 Science Teachers - and crew advisors  
1-2 English Teachers - and crew advisors  
2 Math Teachers - and crew advisors  
1 Arts/Technology Teacher - and crew advisor

### *Non-instructional positions*

Business Manager  
School Secretary/Community Liaison (Bilingual Spanish preferred)  
Work-Based Learning Coordinator  
School Culture Coordinator (Student Support Specialist) - and crew advisor  
1 School Counselor and crew advisor

*New Village Academy is committed to holding anti-racism, inclusion, and equity at the center of all that we do. NVA is an equal opportunity employer and does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin, ancestry, disability, marital status, sexual orientation, or military status, in any of its activities or operations.*