Available Position: Teacher

Department: Schoolhouse Instructional Team

Reports to: Asst. Head of School/Principal

FLSA Classification: Exempt

Full/Part-time: Full-time

Date Posted: July 11, 2023

Start Date: ASAP

Mission Statement:

St. James is a faith-based educational community deeply rooted in transformative loving relationships.

Vision Statement:

A world without inequities.

Values Statement:

St. James...

Believes ... that every person is a child of God
Recognizes ... that every moment is an opportunity for learning
Understands ... the value of listening, discerning, and growing together
Strives ... to create disruptive change around educational, wealth, health, and other disparities
Honors ... the dignity of every human person
Partners with ... other advocates for social justice
About St. James School:

Founded in 2011, St. James School is a unique faith-based middle (grades 4-8) school in the Episcopal tradition, serving students from the Allegheny-West neighborhood of North Philadelphia. The School serves students and families who are most in need, providing a full scholarship to every student. We develop our students' moral and spiritual selves and their intellectual, physical and creative gifts. Students benefit from small class sizes, an extended day, robust art and music programs, extensive social-emotional support, an 11 month school year (Sept. - July) and comprehensive High School Placement and Graduate Support Program.

Learn more at: www.stjamesphila.org

Commitment to Anti-Racism Education:

So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new! All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation. (2 Corinthians 5:17-18)

St. James School is committed to partnering with others to dismantle systemic racism and to build an antiracist multicultural diversity within our school community and beyond. Through teaching a more complete and unbiased history, St. James School will arm students, graduates and employees with the tools and knowledge to better engage complex issues like systemic racism and privilege and to hopefully solve them rather than contributing to them.

Position Description

To teach students in a classroom setting, to create an environment favorable to learning and personal growth in accordance with each student's needs and ability. The teacher is responsible for the human and Christian education of the students entrusted to his/her care through both delivery of the instructional program and modeling of appropriate habits, skills, attitudes and behaviors. It is the teacher who motivates, encourages, and inspires students to excel in all their endeavors and who sets goals and expectations that challenge students to meet and expand their potential.

Qualifications/Requirements:

- Master's Degree or Bachelor's Degree (education degree preferred)
- Middle School Teaching Experience preferred
- Desire to work in a small school community that values hard work and long hours
- FBI, Child Abuse and PA Criminal Clearances
Responsibilities:

● Arrives at school by 7:30 am each morning and has teaching responsibilities until 4:15 pm.

● Uses authentic and varied forms of assessment

● Teaches 5 days of Saturday school per school year

● Communicates often with parents/guardians, especially about student success

● Schedules and attends parent/guardian conferences and home visits

● Identifies student needs and cooperates with other professional staff members (counselors, teachers, nurse, chaplain, support staff) in a one team effort to assess and help students reach success

● Disciplines effectively, compassionately and consistently

● Teachers are encouraged to serve on school committees/groups (e.g. School Culture Committee, Racial Equity Team, Student Services Team, Talent Recruitment Advisory Committee, Faculty Staff Choir, etc…)

● Required to attend school wide events, including, but not limited to: Board Meet & Greet, Fall Staff Retreat, All Saint's Day Full School Mass, Thanksgiving Family Feast, Advent Family Event, Christmas Mass, Epiphany Mass, MLK Day of Service, Absalom Jones Mass, Ash Wednesday Service, Palm "Sunday" Mass, Maundy Thursday Mass, Good Friday Service, Easter Mass Monday, Feast of St. James the Less, Pentecost Mass, Baccalaureate, Commencement, Staff Retreat, and all weekly Masses (majority of these are during the school day)

Content Area Information: Any of the following areas:

● English Language Arts
● Math
● Science
● Social Studies
● Music
● Art
● Religion
● Technology
Employee Benefits:

- medical and dental insurance program (95% premium covered by St. James)
- defined contribution plan for retirement (St. James contributing 5% up to 9%)
- wellness benefit of free gym membership (two options)
- five (5) health & wellness days per year
- applicable paid holidays
- paid time off/vacation time
- free lunch every day school is in session and meals are being served
- financial support for professional development opportunities
- group life insurance policy with value equal to 2Xs your annual salary
- financial support (with dollar limits after one year of full-time service) for applicable higher education degrees or certificates
- interest-free emergency loans (with dollar limits after one full year of service) with repayment established through payroll
- short-term disability
- bereavement leave
- parental leave

Application Requirements:

Qualified candidates should send a resume, cover letter and salary requirements for consideration to Dave McDonough at St. James School, at search@stjamesphila.org. We regret that we cannot respond to every applicant. Only those of interest will be contacted.

Equal Opportunity Employer:

St. James School is an equal opportunity employer and makes employment decisions on the basis of merit. St. James School seeks to have the best available person in every job. St. James School policy prohibits discrimination based on race, color, creed, sex, marital status, age, national origin, physical or mental disability, medical condition, ancestry, religion, sexual orientation, or any other consideration made unlawful by federal, state, or local law, ordinance, or regulation. This policy applies to all terms and conditions of employment, including hiring, training, promotion, discipline, compensation, benefits, and termination of employment. All unlawful discrimination is expressly prohibited.