



High School Science and Math Teacher Job Description

Status: Full-Time

FLSA Classification: Exempt

Reports To: Head of School

Annual Contract Days: 195

American Indian Academy of Denver (AIAD) is an Indigenized STEAM (science, technology, engineering, arts and math) public charter providing rigorous and interactive learning opportunities for 6-10th grade students.

We are committed to creating a sustainable environment where students, staff, and parents are safe, feel they belong, and are actively engaged. All variations within the identities of race, sex, gender identity, sexual orientation, ethnicity, religion, language, ability, nationality, tribal affiliation, immigration status, age, and class are honored; each member of the school community is deeply valued and provided with what they need to be healthy physically, socially, emotionally, mentally, and spiritually.

Employment at AIAD means becoming part of a community of caring and driven adults dedicated to the strengthening of indigenous peoples' self-determination, mobility and academic excellence attained through the implementation of Indigenized education. Collaboratively, teachers are afforded the autonomy to develop and implement lesson plans within AIAD's integrated STEAM and ELA/SS curriculum and learning experiences for students and will be provided technical support in doing so. Teachers are also expected to transcend western educational expectations of what curriculum should be by ever-increasingly leaning into models of fun, meaningful learning and identity development that caters to the unique needs that indigenous students have. This can include decolonized/Indigenized frameworks and pedagogies, land-based learning models, arts-based learning, social-emotional and trauma-informed teaching, mindfulness and post-trauma healing, restorative practices and classroom management, physical activity, traditional language learning, traditional ecological and ethnobotanical knowledge, oral tradition and storytelling as a means to ground content in indigenous worldview, etc. Collaboration across disciplines, different class subject matters, teachers and grades are welcome and encouraged in the interest of strengthening community and cooperation. Teachers are encouraged to also reach out and build solidarities with community members who are willing to come into class and share content, teachings, wisdom, skills and build relationships.

POSITION SUMMARY

AIAD teachers create and implement relevant and meaningful curriculum through innovative teaching methods. AIAD STEAM (Science/Math) teachers will be responsible for building each student's foundation of science and math using a variety of instructional methods nested in culturally competent approaches, including land-based, project-based and problem-based learning as well as collaborative student-led discussions, group learning strategies and differentiated learning modifications/extension that promote academic achievement for all students. High school STEAM teachers will also math into their instruction.



ROLES AND RESPONSIBILITIES:

- Deliver culturally competent, rigorous Tier 1 instruction in middle school math and science via AIAD's STEAM curriculum in a block schedule format;
- Implement a Tier 1 (stand-alone) math curriculum for middle school students;
- May teach one elective course (robotics);
- Use strength-based restorative classroom practices that foster resiliency and success for students;
- Collaborate with colleagues to develop middle school STEAM lesson plans and learning activities that fit within AIAD's STEAM curriculum;
- Participate in weekly professional development through a student-centered professional learning community format;
- Develop strong relationships with parents and students, creating investment in school culture and academics;
- Work collaboratively with partner teachers and staff (fellow Humanities teacher, science/math teacher, Lakota/Dineh Culture & Language teachers and school staff) to create consistent structures and systems;
- Maintain records for such things as student attendance, evaluation, report cards, and other documents;
- Implement Individualized Education Plan (IEP), monitor and report on students' progress toward their academic and career readiness goals, as noted in their IEP as aligned with the instructor's content area.

REQUIRED PREPARATION AND EXPERIENCE:

- Possess Colorado Teaching Licensure and/or endorsements in the subject areas that s/he will teach and/or hold at least a BA or higher in a relevant subject area;
- Possess at least Year-One English Language Acquisition (ELA) qualification or is willing to acquire this qualification within one year of hire;
- Has minimum of 2 years classroom experience;
- Possess strong content knowledge, particularly around pre-Algebra, Algebra, Physics, Earth Science, and Biology;
- Has experience developing and implementing differentiated curriculum and learning objectives for a wide range of learners;
- Has experience and/or strong understanding of how to design culturally competent learning experiences;



- Has experience integrating technology, art/design into instruction and student learning experiences;
- Possess deep understanding of what it means to live as part of a marginalized group of people;
- Possess great relationship skills and high emotional intelligence.

STRONGLY PREFERRED EXPERIENCE AND DISPOSITIONS:

- Loves teaching middle/high schoolers;
- Demonstrate a deep commitment to decolonized mindsets and practices;
- Has experience in project-based, problem-based learning experiences using integrated approaches;
- Has experience with cooperative learning techniques to enhance collaboration skills among students;
- Possess collaborative skills and a willingness to work with colleagues in a Professional Learning Community;
- Possess desire to learn and grow, and is open to feedback from instructional leaders and colleagues;
- Demonstrate willingness to be involved in community activities and events outside of typical school hours.

WHY CHOOSE AIAD?

- Empowering work environment in a community-based school dedicated to community transformation;
- Opportunity to help build a high achieving school nested in Indigenous belief systems and values;
- Participate in a shared leadership model where all voices are heard;
- School committed to supporting professional growth for all employees;
- Health/dental/vision insurance and PERA (retirement);
- Staff wellness opportunities;
- Moving stipend for new employees moving to Denver from outside Colorado;
- \$47,000 to \$57,000 annual salary range dependent upon education and experience

HOW TO APPLY

Fill out this preliminary [APPLICATION](#) and submit. Have questions? Email Terri Bissonette, Head of School at terri@aiadschool.org

