



Position: Middle School Bilingual Social Studies Teacher

Start Date: Fall 2025

Our Model and Values:

At Compass Academy, we believe that *all* students can succeed and become lifelong Learners and Leaders. Launched in August of 2015, Compass currently serves 200 students in grades 6-8. We have a team of talented and energetic educators and leaders who live out our values every day and who are excited to build an extraordinary school. Our TNLI model prioritizes language acquisition in English and Spanish and celebrates the power of biliteracy. We believe in an equitable education for our diverse student body, and teachers and staff receive extensive professional development and planning time in order to meet the needs of our students. We integrate our Compass competencies into learning to foster both academic and socioemotional growth. As a small community, we have a collaborative culture where both adults and students thrive.

Position Overview

Compass Academy is seeking a Bilingual ELA-S Social Studies Teacher. This teacher will join an experienced team of educators to help develop the academic and cultural foundation of an extraordinary school. The Social Studies teacher at Compass Academy helps elevate our bilingual programming by teaching sections of Social Studies in both English and Spanish. In their daily practice, Compass Academy teachers develop and implement a curriculum that meets all students' needs, cultivate a culture that encourages our young learners and leaders, and leverage data and evidence-based teaching practices to ensure student success.

What a Compass Teacher Does

Our teachers are outstanding facilitators of student-centered instruction and . . .

- Plan and implement rigorous curriculum and evidence-based teaching practices designed to inspire and support Compass Academy's diverse student body
- Differentiate instruction to challenge students and meet diverse student needs
- Design lessons that are culturally responsive and empower students to engage in their learning and community
- Utilize hands-on learning strategies to promote engagement and deeper learning, including project-based, inquiry-based, and experiential learning structures
- Engage students in socio-emotional learning and competency development through our morning advisory classes called "Pack"

Our teachers build and sustain a culture of high expectations and . . .

- Model Compass Academy's core values and enforce school policies and expectations
- Establish purposeful classroom routines and implement school cultural elements to create a equitable and encouraging learning environment and students to take responsibility for their actions, learning, and shared space
- Implement effective classroom management practices using a Restorative Practice lens and communicate and collaborate with school team when behavioral issues arise

Our teachers are savvy with formal and informal assessment data and . . .

- Analyze student assessment data and track early warning indicators to monitor student progress, inform instruction and develop targeted interventions and supports
- Lead students to analyze and reflect on their own progress by providing constructive feedback based on both academic measures and Compass competencies

Our teachers are leaders in and out of their classrooms and . . .

- Collaborate with other teachers and support staff to push forward the school's initiatives and Major Improvement Strategies
- Constantly refine their skills through coaching, professional development, and opportunities to build their practice
- Build relationships and demonstrate commitment with families to solicit their input and to communicate students' academic and social-emotional progress

An Ideal Candidate for a Compass Teacher likely has:

- At least two years of experience teaching in a diverse middle school classroom
- Experience with Culturally & Linguistically Diverse Students
- Experience working with Diverse Learners with IEPs or 504s
- Comprehensive knowledge of content area and ability to effectively implement a variety of curriculum to enhance student learning
- Proven track-record of raising student achievement & holding students to high expectations
- Experience using data to collaborate and support student performance
- Commitment to growth and reflection through coaching and professional development
- Communication and relationship-building skills with experience cultivating strong connections with students, families, and community stakeholders
- Ability to work in a team, a strong work ethic and organizational skills, and great sense of humor
- Belief in Compass' mission and vision including the belief that all children can succeed in school, college, career and life

Additionally, a top candidate also has:

- Experience using multi-tiered student support systems, early warning systems, and developing the culture and climate in a high functioning urban school (preferred)
- Fluent in Spanish and English

What We Offer:

- Competitive compensation package and generous & innovative benefits
- Two or more hours a day of dedicated time for both independent and collaborative planning
- Small class sizes
- Excellent professional development and weekly instructional coaching
- Additional in-classroom support from trained City Year AmeriCorps Members or paraprofessionals
- Resources to provide experiential learning and outside opportunities for students

How to Apply

Compass Academy is an equal opportunity employer committed to a diverse workforce. Individuals from all backgrounds are encouraged to apply. This position will begin July 30, 2025.