



Prospect Academy Job Posting Middle School English Language Arts Teacher

School Overview

Prospect Academy is a new public charter school that opened in August 2022. We believe that all students can achieve their highest potential, regardless of diagnosis or learning difference. The primary focus of the school is serving students who have diagnoses of autism, dyslexia, dyscalculia, dysgraphia, Attention-Hyperactivity Deficit Disorder (ADHD), and other learning differences. We believe in being data-driven with sensitive measurement systems in our approach and instructional sequence, and empower students to use data to make decisions for themselves, leading to greater self-management, awareness, and increased executive functioning skills. We partner with students and families to co-create our learning environments, and believe in actively breaking down systems and structures that have led to inequities, racism, and ableism. Our school includes embedded social-emotional learning and robust wraparound support services for students.

Prospect Academy is located at 5592 Independence Street in Arvada, Colorado, and serves students from around the Denver metropolitan area.

Position Overview

The middle school English language arts teacher at Prospect Academy will teach three - four classes of middle school language arts (class sizes of approximately 10 - 20 students each) and potentially one elective of choice. The majority of students will have IEPs or 504 plans so the middle school language arts teacher will be supported by a team of paraprofessionals and special education staff who provide push-in support.

Who We Seek

If you are a self-reflective, motivated person who loves to learn and believes that the way we teach our most vulnerable learners can be more effective, then this is the place for you. We believe in empowering our students and families and we want to equip our teachers with the strongest skills possible so that they can grow and achieve what they want to, personally and professionally. We seek staff members who want to be a part of building something new and who will be flexible



and comfortable with the ambiguity and challenges that are typical of working in a startup environment.

Teacher Responsibilities

- Teach three - four language arts classes, likely at two different levels using research-based English language arts and reading curricula.
- Learn how to modify curriculum / instructional approach in-the-moment based on student needs.
- Teach and mentor students in social-emotional concepts.
- Learn and engage in professional development to strengthen your own practice, including the opportunity to gain additional certifications (including Special Education teacher certification) if desired.
- Make data-based decisions and teach students how to do the same.
- Attend weekly coaching meetings.
- Make appropriate modifications and accommodations as needed and document your work.
- Collaborate and work with other teachers and coaches, especially around the IEP/504 process
- Other duties as assigned or needed.

QUALIFICATIONS

Required:

- Meet the requirements of an ["in field"](#) middle school Language Arts teacher by having a secondary Language Arts teacher license, a college degree in English, at least 36 credit hours in English, or a passing score on the relevant Praxis exam (Prospect can pay for an exam if needed).
- Growth mindset, humility, and coachability; commitment to continuous learning and professional and personal growth.
- Strong classroom management skills.
- Ability to build relationships and rapport with students.
- Excellent written and verbal communication skills.
- Commitment to restorative practices as an alternative to exclusionary disciplinary practices.
- Strong organizational skills.

Preferred:

- Teaching experience



- Current license to teach Language Arts at the secondary level issued by the Colorado Department of Education.
- Previous experience making data-based decisions, or taking data on different behaviors.
- Previous experience working with students with different diagnoses including autism, learning differences, dyslexia, and ADHD.
- Experience with Precision Teaching. If no experience with Precision Teaching, a willingness to learn this foundational approach.

Physical Requirements and Work Environment

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position.

Reasonable accommodations may be made.

- Specific vision abilities required by this job include close vision, color vision, and ability to adjust focus.
- Frequently required to sit; occasionally required to stand and walk
- Occasionally required to reach with hands and arms
- Frequently required to talk or hear
- Occasionally required to bend, twist, or climb.
- Moderate concentration/intensity, which includes prolonged mental effort with limited opportunity for breaks.
- Average memory, taking into consideration the amount and type of information.
- Moderate level of complexity for decision making. Average time pressure of decision making.
- The noise level in the work environment is usually moderate

Other Information:

- The work environment is in a building about 30,000 sq feet with multiple classrooms, offices, and a multi-purpose room.
- The school year runs from August 2025- May 31, 2026. There will be mandatory, compensated teacher training for 2 weeks before school starts.
- All teachers receive ample time for planning and grading during the school day.
- This position reports to the school principal and is exempt.
- All staff must pass a background check run through the Colorado Bureau of Investigation.

Salary: Salary range for this position is \$45,000 to \$70,000 based on experience and education plus benefits.



Prospect Academy
BELIEVE IN WHAT'S POSSIBLE.

How to Apply: Interested candidates should send a cover letter and resume to hello@prospectacademyco.org.