



Nativity School of Worcester

Lead Science Teacher

www.nativityworchester.org

Our Mission:

Founded in 2003, Nativity School of Worcester is an accredited, independent, Jesuit middle school that provides a quality, all-scholarship education to underserved boys of all faiths. Drawing upon four pillars - strength, scholarship, character, and service - a Nativity education inspires self-discovery, responsibility, spiritual growth, and a lifelong dedication to learning.

Lead Science Teacher Overview:

Reporting to the Principal, the Lead Science Teacher serves as the primary science teacher for multiple grade levels. In addition to providing direct classroom instruction, the teacher serves as a mentor to the Teaching Fellows on the Science team, and is an essential point of contact with families. The teacher strives to create an environment where students can achieve to their highest potential, as measured by demonstrable academic and social gains.

Primary Responsibilities:

Reporting to the Principal, your responsibilities will consist of the following:

- Modeling of successful teacher practices:
 - Lead teach three grades of science classes.
 - Taking a leadership role in the co-teaching/paraprofessional mode with a focus on growing the impact of the Science program.
 - Leading Science team meetings and engaging in formal mentoring responsibilities of Nativity Fellows.
 - Participating in Student Support Team meetings
 - Maintaining a Curriculum Document that includes:
 - A copy of lesson plans.
 - A copy of any unit plans utilized in class.
 - A copy of all worksheets (with reference numbers tied back to lesson plans) used in class.
 - A copy of all assessments used in class.
 - Samples of student work.
 - Collaborate with neighboring high schools and colleges (St. John's High School, WPI, College of the Holy Cross and Mass Academy) to enhance student learning through STEM activities, clubs and projects
- Assisting in regular staffing responsibilities as outlined in the Nativity Faculty Handbook and Nativity Employee Manual.
 - Attending and actively participating in weekly staff meetings.
 - Assisting in emergency teaching needs, as such needs develop.
 - Participating in staff orientation prior to start of school year and two annual two-day retreats.
- Assist the Principal with special projects, such as serving as a member of the Admission Committee or other committees, as needed.

- Promote the school's diversity, equity, inclusion, and anti-racist work within the academic program, curriculum and day-to-day duties.
- Fulfillment of staffing responsibilities as outlined in the Nativity Personnel Manual.

You will also be expected to:

- Participate in Summer Session orientation and Summer Session (July).
- Follow the annual Academic Calendar (to be forwarded to employee in August), with participation in staff orientation prior to start of school year.
- Assist in regular staffing responsibilities as outlined in the Nativity Faculty Handbook:
 - Such tasks include participating in one "late" day (i.e. end of academic day through end of after-school day) per week.
 - Attending and actively participating in weekly staff meetings.
 - Assisting with morning advisory and in emergency teaching needs, as such needs develop.
- Demonstrate cultural sensitivity and awareness of diversity, equity, and inclusion issues regarding the internal and external Nativity Worcester community.
- Assist with the NEASC Continued Accreditation Report and Jesuit School Review as needed.
- Fulfill responsibilities as memorialized in the Nativity Employee Handbook.

Qualifications:

- At least two years of classroom experience, preferably in middle school.
- Massachusetts Department of Elementary and Secondary Education Certification in subject area preferred.
- Openness to embracing and promoting the Jesuit mission and identity of Nativity School of Worcester.
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- Proficiency with the Spanish language preferred but not required.
- Citizenship, residency or work VISA in United States required.

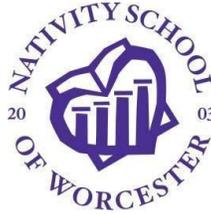
Compensation is based on years of experience (see the school's teaching salary rubric below). Nativity offers competitive benefits.

TO APPLY

Submit a letter of introduction and résumé to: Tom McKenney, President, Nativity School of Worcester, 67 Lincoln Street, Worcester, MA 01605 or at careers@nativityworcester.org.

Nativity School of Worcester is an equal opportunity employer, and we welcome and encourage applications from those who contribute to our diversity. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, mental, or physical disability, age, sexual orientation, gender identity, national origin, familial status, veteran status, or genetic information. Nativity School of Worcester is committed to a diverse and inclusive environment; we welcome a broad spectrum of candidates, and particularly invite applications from diverse backgrounds and life experiences (e.g. gender, ethnicity/race, and other individuals who are under-represented in the profession). Candidates who have worked with a diverse range of individuals and who can contribute to our mission of inclusivity are encouraged to identify their experiences and interests in their cover letter.

To learn more about Nativity School of Worcester visit www.nativityworcester.org



The following salary rubric applies to all salaried, teaching positions at Nativity School of Worcester. Salaries will be determined based on years of teaching experience, including the Fellowship Program at Nativity Worcester and similar volunteer teaching programs such as Teach For America, City Year, etc. and the level of education for the appropriate subject area (i.e. Master’s in Education) earned at the time of hire. *Salary rubric is subject to change based on annual salary increase percentages every fiscal year.*

2022-2023 Teaching Salary Rubric		
Years of Teaching (includes Fellowship)	Bachelor’s Degree	Master’s in Education
1	46,000	48,000
2	47,250	49,350
3	48,668	50,925
4	50,128	52,355
5	51,631	53,925
6	53,180	55,542
7	54,776	57,207
8	56,419	58,923
9	58,112	60,690
10	59,855	62,511
11	60,454	64,386
12	61,058	66,318
13	61,669	68,307
14	62,285	70,356
15+	63,000	72,467