

## Middle School Science Teacher

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Company: Uncommon Schools

Location: Camden

Category: other-general

### Company Description

Uncommon Schools is a nonprofit network of high-performing, public charter schools providing an outstanding K-12 education in historically under-resourced communities. We have proudly built schools that reflect our student population, with more than 60% of our teachers and staff across our network identifying as a person of color. Uncommon currently manages 53 schools serving more than 20,000 students in five cities: Boston, Camden, New York City, Newark, and Rochester. We are proud that Uncommon graduates persist in and graduate from college at five times the rate of their peers nationally. We achieve this by offering strong academic, co-curricular, and social-emotional learning that prepares students for success in college and beyond.

Camden Prep currently manages four schools serving students in grade K through 10 (growing to grade 12). We believe in strong authentic relationships between teachers and students, supported by effective school systems and an engaging instructional model that enables students to flourish academically and personally. Camden Prep is consistently the highest performing of all district or Renaissance schools in Camden, NJ.

### Job Description

Uncommon Middle School Science teachers work in grade-level teams to prepare all students with the tools and knowledge to critically engage in the field of science. At the heart of all Science courses is a love for the subject and inquiry-based learning, including a robust focus on student discourse and the science practices. Science teachers employ a variety of instructional strategies to develop a passion for scientific questioning and analysis in their

students. Our teachers strive for subject mastery and have a keen sense of the socio-emotional changes middle schoolers experience. At the conclusion of eighth grade, students are prepared for the academic autonomy and college preparatory focus of our high schools.

## **Responsibilities**

### **1. Instruction**

You'll teach an interdisciplinary, NGSS-aligned curriculum that includes analysis of key areas including but not limited to: Climate and Earth's systems, the cosmos, matter and energy transformations, electricity and magnetism, and molecular and ecological systems.

You'll develop students' practices of questioning, modeling, constructing explanations, data analysis, argumentation, and planning and conducting interactive labs.

You'll use your love of science to foster confidence and meaningful engagement with the subject for students.

You'll cultivate an awareness of the interconnected nature of fields of science (e.g., ecosystems, climate change, and lunar phases) and our local and global community.

### **2. Data Analysis**

You'll meet weekly with your principal and/or instructional coach to analyze and respond to trends in student work samples and assessments.

You'll learn and implement strategies to differentiate instruction for all learners in your classroom.

### **3. School Culture**

You'll build positive relationships with students to ensure they feel seen, loved, and heard.

You'll partner with students' families to ensure appropriate resources are available to support their child's learning needs.

You'll engage in practice-based professional development, mentorship, and coaching sessions.

You'll participate in weekly, school-wide meetings to cultivate community, model our core values, and encourage student achievement.

You'll partner with your grade level team to develop academic goals and practice instructional strategies.

## Qualifications

A commitment to the mission of Uncommon Schools and investment in our vision for being an anti-racist organization

A demonstrated commitment to supporting students' social emotional and academic development

An enthusiasm for collaborating with internal and external partners in the best interest of students

A self-directed learner who solicits and implements feedback to improve outcomes and achieve objectives

### **Required Experience:**

A demonstrated interest in impacting K-12 students in urban schools and communities (1-2 years experience preferred).

Academic expertise in Science, Technology, Engineering, Mathematics, or other related fields of study.

Prior to the start of employment, you must have a bachelor's degree from an accredited college or university. Teacher certification is not a prerequisite for consideration at Uncommon Schools in the state of NJ, but you do need to meet NJ state certification eligibility requirements (a final undergraduate or graduate cumulative GPA of 3.0 for graduates on or after 9/1/16, or 2.75 if you graduated prior to 9/1/16). All instructional staff are required to become certified in the state of New Jersey within a reasonable period after beginning employment.

## Additional Information

**Our people are what makes us Uncommon.** We believe our compensation philosophy and benefits should reflect our values—equity, transparency, and clarity—to enhance our ability

to attract and retain talent and reward their expertise. Our staff receive best-in-class training, coaching, and support to develop and operate mission-driven schools that provide a high-quality education to our students and families.

**Compensation for this position:** The starting compensation for this role based in Camden is between \$55,000 to \$71,000. The starting pay will depend on various factors including but not limited to relevant professional experience, education, certifications, and tenure with Uncommon Schools. Because we value staff tenure in a role, we do not currently cap salary ranges for current staff members.

**Other Benefits:**

Generous paid time off inclusive of sick time and school breaks (spring, winter, and summer) + additional sustainability half days throughout the school year

Extensive, best-in-class training and development

Choice of 3 comprehensive health insurance plans

Pre-tax flexible spending and health saving accounts

Financial planning & wellness

New Jersey Pension program

529 college savings program

Public Service Loan Forgiveness application assistance

Financial planning tools and assistance

Dependent Care FSA, back up childcare and daycare discounts

Paid leave of absence

Fully paid parental leave

Fully paid medical leave

Additional paid Short Term and Long Term Disability insurance

Mental health and counseling support + wellness benefits

Uncommon believes in the importance of being a diverse, equitable, and inclusive

organization that enables our students and staff to thrive. We are committed to building an exceptional team that reflects the diverse backgrounds and experiences of our students. We also strive to ensure an inclusive community by creating a space for meaningful dialogue about issues of race and identity for our staff and students. As an equal opportunity employer, Uncommon provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. We also ensure that individuals with disabilities receive all privileges and benefits associated with employment and are provided reasonable accommodations for the interview process and to perform core job functions. If you would like to request an accommodation, please email [recruitment@uncommonschoools.org](mailto:recruitment@uncommonschoools.org).

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