



## **Middle School Science Teacher [2023 - 2024]**

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Brooklyn Independent is a private school with a public mission for ALL kids. Founded in 2019 by two longtime educators, Brooklyn Independent was created with a mission to redefine the private school education experience and interrupt New York City's segregated schooling crisis during the pivotal middle school years. With sliding-scale tuition and intentional equity and inclusion practices, Brooklyn Independent empowers a diverse community of middle school students from across Brooklyn to be agents of change. In service of a life lived to the fullest potential, Brooklyn Independent is committed to increasing educational access and opportunity to high school and beyond by providing an exceptional education that centers adolescent minds, hearts and voices.

### **The Role:**

As a Science teacher at Brooklyn Independent you'll support BKI's mission by bringing our exploratory science content to life in the classroom. As a school, we strive to interrupt the power dynamics in our community and build lessons that intentionally interrupt oppressive barriers to learning. In science class this looks like project-based lessons with ample time for partner and group work, use of varied media and perspectives, classroom discourse that considers how every student can participate and transparent, and equitable grading practices.

As a start-up school, every staff member plays an integral role in shaping our community and culture. We believe that experiences beyond our core subjects are just as crucial as humanities, math and science. As a science teacher at BKI, you will support our culture work by running a morning and afternoon advisory, facilitating community building during circle, running an elective of your choice and contributing to our Friday Field Learning.

### **Who You Are**

Our ideal candidate for our Science Teacher role has an unwavering commitment to equity work in the education space. Beyond that, they are a:

**Content Nerd:** You are always making content connections and considering how to bring that interesting article you read, TikTok you saw or podcast you heard into the classroom. When thinking about content, you go beyond objectives and skills to help students make meaning of content and draw parallels to their own identities and perspectives.

**Curriculum Builder:** No lesson is ever "finished" for you. You always find ways to adjust, improve or make lessons more rigorous, interesting and meaningful for students. You are a planner and feel excited about the entire scope of curriculum building. From unit plans to individual lessons, you relish the opportunity to be creative and build learning experiences that reach every student.

**Relationship Enthusiast:** Relationships are an integral part of your professional life. You build community in your classroom, on your team and with families. People might say that this comes naturally to you, but you understand that this is very intentional work that is more than just being a “people person.” You acknowledge, value, and celebrate the identities and contributions of your community in all their forms.

**Seeker of Solutions:** You always seek to improve personally and professionally. When faced with a problem or challenge, you analyze the situation and ask thoughtful questions to lead you to the strongest solution. You couple this desire for improvement with a relentless optimism and ensure tackling problems doesn’t deter you from seeing the amazing gifts of your community.

**Master Communicator:** You are (or are working to be) a master communicator. You know the importance of listening, asking questions and leading with vulnerability. You prioritize direct, compassionate communication over the absence of tension and seek to channel conflict in positive ways that leads to greater healing and wholeness for the community.

**Strong Teammate:** You recognize the interdependence of a team and realize that trust is demonstrating commitment, openness to feedback and accountability to each of your teammates. You are nimble enough to handle a startup school environment and can take initiative when needed. When the need to be flexible or adapt arises, it does not interfere with your ability to be successful and stay positive.

### **Required Qualifications**

- Bachelor’s degree required; Master’s degree and certification strongly preferred
- Three years teaching experience, preference given to candidates with middle school experience
- Strong organizational and time management skills
- Skilled in G-Suite/Microsoft Office and comfortable with learning new educational technology platforms, apps and software
- Strong knowledge of the Common Core State Standards for Science and ability to translate standards into learning objectives
- Understanding of the Living Environments Regents curriculum and exam content
- Data driven educator with experience assessing student learning and developing plans to address student needs on a daily, weekly and quarterly basis
- Committed to family partnership through frequent phone calls, emails, texts and teacher-led meetings
- Understanding of differentiation and leveled supports both academically and behaviorally; comfort with designing and implementing individual student plans
- Commitment to professional growth and active participation in professional development/1:1 coaching focused on academic achievement, social emotional development, and social justice

### **Interview Process**

We want our candidates to KNOW us when they join the team. That is why our interview process is more extensive but it means we can both say “YES!” with confidence:

- Phone screening (30 minutes)

- Performance task (3 hour in-person)
  - Demo Lesson
  - Observation of Classes
  - Interview
  - Student and/or Teacher Conversations
- Interview Follow Up and References (30 minutes)
- Board Member and/or Family Committee Chat (30 minutes)

## **Compensation**

The starting compensation for this role is between \$60,000 to \$100,000. The starting pay will depend on various factors that may include but are not limited to professional experience, education, training and certifications.

## **Equity Statement**

Brooklyn Independent is an equal opportunity employer and is committed to building a culturally diverse faculty and staff. BKI does not discriminate against any employee or applicant for employment on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, veteran, or military status. We are committed to the inclusion of all qualified individuals in the hiring process. If you require reasonable accommodation(s) to participate in the application or interview process, please contact us [mfallon@bkindependent.org](mailto:mfallon@bkindependent.org).

## **How to apply**

Please complete a short questionnaire and submit a resume at our website - <https://www.bkindependent.org/careers>