



Science



Technology



Environment



Agriculture



Design

This is why you got into education!

The STEAD School isn't looking for folks satisfied with the traditional "teacher" role. InSTEAD, we are looking for culture-builders, relationship-builders, multiple-hat wearers, and those rare, passionate unicorns who embody the nobility of the teaching profession. Whether you call yourself a teacher, a Renaissance-ucator or an edu-preneur, the STEAD School is looking for "Founding Guides" who want to co-create and co-vision side-by-side in partnership with both adults and adolescents. What is the STEAD School?

The STEAD School is...

- A community of people who consider themselves stewards of their environment. Through our work and studies, we aim to address complex food, health, environmental, and energy challenges that face the state, the nation, and the planet. We are pioneers (not settlers) and adventurer-seekers building an out-of-the-box high school! You will be part of an educational movement and community that tackles education with meaning, purposeful work, interconnectedness, and heads, hearts, and hands.
- A public, independent, 5 day-per-week charter school located in Reunion, serving a diverse demographic of students from all corners of the urban, sub-urban, rural communities of Northeastern Denver Metro, Brighton, Commerce City and greater Adams County. The STEAD School opened in 2021 with our first cohort of Founding Guides and Founding 9th grade students. We are growing next year to add our third-year Founding Guides and a new class of 9th grade students as our current 9th and 10th years rise into their 10th and 11th grade studies.
- A problem-driven, project-based curricular model committed to a personalized learning philosophy where every student will reach proficiency.
- A marriage between Science, Technology, Environment, Agriculture, and Design within a well-rounded, expansive and enriching family of creative, physical, artistic, musical, literary, and athletic pursuits.
- A team committed to building a community that is diverse and inclusive of all humans. As a school community, we believe that diversity increases our strength as a community. We are looking for educators who are authentic to who they are and want to share their true selves within our community. We

strive to support student leaders on their journeys in becoming critical thinkers and risk takers who are prepared to disrupt systems. Our aim is to exemplify the best practices in the field of education and serve all students of our community to the best of our abilities. The STEAD School is committed to an intentional, ever-reflective, practice of diversifying our board and team.

- A small school with a BIG vision. Small class sizes with BIG ideas. Small on “schooling,” BIG on “learning.”

Who we are looking for

The STEAD School is looking to hire adolescent-advocates and educators in all subject areas (math, science, social studies, English language arts, Art, Music, Foreign Language, Special Education) with the desire to equally: a) teach their “speciality,” b) share their talents & interests in other subjects, *AND* c) embrace the responsibility of a “generalist educator” by fostering the social and emotional health of adolescents. These are experts in shoring up the potential of young people until they can carry it fully for themselves into a future where they can realize the best version of who they were meant to be. Does such an adolescent advocate and educator exist? They do. We’ve seen them, we currently work with them. We’re searching for more of them. Is it you?

The STEAD School is a growing community for people of all backgrounds and life experiences and inspired people—be they students, educators or partners—working together to address some of the world’s largest challenges. Diverse people, fully sharing their perspectives and experiences, interdependent on one another make this community inclusive, whole and healthy. With a reverence for adolescence, they make this community home for learners, leaders, visionaries, collaborators and environmental stewards.

The STEAD School team is committed to building a community that is diverse and inclusive of all humans. As a school community, we recognize that not all students who attend a public school have access to high quality learning opportunities. We also recognize that inequities across systems have historically disproportionately left minority communities behind. In order to disrupt systemic inequities, we strive to support student leaders on their journeys in becoming critical thinkers and risk takers who are prepared to disrupt systems.

Ideal candidates must have a reverence for the adolescent. In addition, ideal candidates must be trustworthy, innately-driven collaborators, have integrity, grit, conviction, a thirst for learning, a love for humanity, and a desire to share a mutual respect with adolescents. Ideal candidates model humility, healthy relationships and healthy risk-taking. The ideal candidate has great ideas, knows how to G.S.D., and

has a desire to get dirty and wear boots to work. The ideal STEAD Founding Guide must be as much fun as they are professional!

Think you want to join us?

As a project-based learning environment that seeks to inspire a community of leaders to be creative and find meaning in their work, we invite you to take the first step in the hiring process by creating a project that you can share with our growing team. Once your project is ready, please send your project and resume to hire@thesteadschool.org—we look forward to learning about you!

Your project driving questions (choose one, two, or three)

1. Who are you as a person, a learner and an educator that gets below the surface of your resume? (Although we want to see that too!)
2. What would the application of your educational philosophy look like from the perspective of a student or parent experience?
3. The STEAD School is committed to equity and inclusion. Please share with us how your intersectional identities have influenced who you are and why you want to be in this role. Please share how/if your identities have been challenging and empowering throughout your journey.

Your project guidelines and parameters

This is up to you. Answer the question(s) in any way you see fit, that you feel helps you communicate in the most authentic way who you truly are. You could choose to tell us your story, what brings you to your work, your pet peeves, what makes you tired, what makes you want to work until midnight, things you love to do for fun, a funny story of something that happened at school, something great you observed, what you are still learning about, what brought you to start this process, and/or how your students would describe you. You could share a day-in-the-life in your ideal learning environment from the perspective of a student and/or parent. You could share your idea through some form of creativity (timeline, video, comic strip, etc). You can be as creative as you wish and your response can be in whatever form you feel is suitable (written, video, slide show, script, sculpture, phone conversation, etc). The only requirements are that you share who you are, your educational philosophy, and why you are interested in The STEAD School. This doesn't have to be more polished or stressful than it is authentically you. This whole process is about learning about you and for you to learn about STEAD. We want to support a genuine and authentic understanding of the possibilities of STEAD for us and you—with you.

If you find yourself aligned with these values and want to be part of our team, or you are just interested in the STEAD hiring process, here is a brief overview once we receive your project:

1. As projects and resumes are submitted, the STEAD hiring team reviews applicants to determine completion of application and if the candidate meets the general requirements of the position.
2. If a candidate has submitted a project and resume, and meets the general requirements of the position, the candidate is then invited to go through the interview process. Candidates are invited at each step of the process to move on to the next step based on the results of the prior step. Here is a general outline of the process:
 - a. Round One: An interview with the STEAD hiring team
 - b. Round Two: Reference Checks
 - c. Round Three: Panel Interviews with Students and Adult Community Members
 - d. Round Four: Candidate is invited to cross-Interview The STEAD Team
 - e. Round Five: Offers to Join Founding Team (pending background check clearance)

Your project deadline

This is a first-come, first-conversation process that opens in January and closes when The STEAD School is being led by a complete year-three Founding Dream Team (hopefully by the end of March)! As such, the sooner you let us know you are out there (because, we know you're out there), the sooner we get to meet you and learn more if we are meant for one-another.

This is why you will want to stay here inSTEAD!

Shared leadership and an environment where the people and profession of teaching is honored and valued. A place where people are valued for who they are now, where their passions, dreams and future goals are leading them, and where the strengths they bring to their work are celebrated. A place where trust and integrity aren't a premium, they're the norm. A place where humble appreciation for growth and improvement drives everything we do. Where your colleagues and purposeful work uplift you. Where you'll want to stay for a long, long time.

We know what it means to be a founder, a pioneer, and a high-quality educator and that's why we take care of each other. Some of the things you can expect as you make this your life's work:

- The STEAD School offers generous compensation and benefits and a yearly contribution to your retirement plan. The salary range for this position is commensurate with experience.
- A salary range with the highest average salary in Adams County charter schools (\$47K in 2020).
- 5% discount on any new home-build with Oakwood Homes (that's 5% of instant equity and amounts to tens of thousands of dollars off a new home!)

- 1-3% of salary annual cost of living increase (based on budget)
- Annual reimbursable wellness funds for anything you think will make you well! (A bike, yoga classes, a gym membership... anything!)
- A ridiculous amount of relevant, cutting-edge professional development that will fill your cup, and your craft.
- Free lunch, coffee, fun and laughs.
- Coaching and summer work opportunities (summer programming, farm management) with additional stipends for those interested.

If this describes you, we would love for you to work with us at STEAD!

Please reach out and share your project at hire@thesteadschool.org

The STEAD School's is looking for candidates for the 2023-24 School Year that are interested in the following roles:

Full Time Roles

- ELA Guide
- Math Guide
- Science Guide
- Social Studies Guide
- SPED Guide
- CTE Plant/Food Science Guide
- CTE Animal/Environmental Science Guide
- Front Office Team
- School Counselor

Part Time Coaching Roles ~\$1 - \$2K per season

- Assistant Coaches
 - Boys' Soccer
 - Volleyball
 - Boys' Basketball
 - Girls' Basketball
 - Baseball
 - Girls' Soccer
 - Boys and Girls Golf

The STEAD School is an equal opportunity employer that does not discriminate in employment on the basis of actual or perceived race, religion, creed, color, age over 40, sex, sexual orientation, gender, gender identity, gender expression, national origin, ancestry, marital status, disability, military status, pregnancy, childbirth and

related medical conditions, or any other status or class protected by applicable federal, state, or local laws and ordinances. The Principal is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, and general treatment during employment.