

High School Math Guide – Position Description Compass Montessori – Golden Campus



Who We Are

Compass Montessori is a public charter school educating students from Pre-K (Children’s House) through High School on two campuses in Wheat Ridge and Golden, Colorado. Our purpose is to guide students using authentic Montessori methods, foster interdependence, and aid academic, intellectual, emotional, and social development. We aspire to be curious, intrinsically motivated, socially conscious, inclusive, respectful, connected to the natural world, ready to change the world and to be in community with one another.

High School Program Overview

The High School (10th - 12th grade) program at Compass Montessori is a small, strong older adolescent community grounded in the ideas of freedom, respect, and responsibility. Our students come from varying backgrounds in terms of academic, intellectual, social, and emotional abilities. The High School program aims to carry out the mission and vision of Compass Montessori through community building, academic engagement, and social/emotional learning. Our community includes approximately 100 students. Our guides (teachers) strive to connect with each and every student personally and academically and to prepare a space where our students can develop and share their unique gifts in a welcoming and supportive environment.

Self-Governing Team Environment

The High School Self-Governing Team (SGT) believes that collaboration and cooperation lead to better outcomes for our students, their families, and our community. Each team member brings individual strengths to different conversations, and we value every staff member’s voice. The success of our program depends on and is directly related to the success of each individual. The High School SGT meets on a weekly basis to discuss logistics, collaborate with students of concern, develop and refine our Montessori practice, and build community with one another. We observe, appreciate, and question our team’s practice and laugh and learn together each day. Montessori philosophy puts special emphasis on the role of the adult in the learning environment, and the High School SGT strives to create a supportive community among adults as a model for the students.

A Week in the Life of a Compass Employee in This Position

During the course of a given week, we will ask you to:

- Provide direct instruction in mathematics through the Montessori Integrated Mathematics curriculum.
 - Algebra and Geometry will comprise the core of teaching, but individual student support in Trigonometry, Calculus, or Statistics may be needed

at times. We do not expect you to be able to answer every question quickly and completely. Rather, we hope for a team member that knows how to find and use resources and bring students along in the search for greater understanding.

- Work as part of a small team to guide student learning and community building in an environment of about 100 older adolescents.
- Collaborate with other secondary level (middle and high school) math guides to cover a wide range of student needs.
- Meet with students one-on-one for additional support.
- Grade student work in a timely fashion.
- Enter data into an online record keeping system for Math and possibly other subject areas as needed by other guides.
- Serve as an academic advisor to high school students, providing them with academic counseling, connection to school and community resources, and communication with parents/guardians.
 - *The exact responsibilities around advising for this role are to be determined. The selected candidate will receive guidance on our high school's advisory model, the role of the advisor, and more information once they are onboarded.*

We may also ask you to fill a role in other areas of the environment, including:

- Teaching elective courses or working alongside students in Study Hall environments during the afternoons.
- Substituting in a teaching or supervisory role for other courses outside the core subject area when necessary.
- Participating in school sponsored going-outs (field trips) as well as overnight trips (which may include international trips). Participation in longer trips are at the choice of the guide.
- Other clerical or administrative duties as assigned.

This position requires a candidate with the following qualifications:

- Ability to organize and coordinate work to ensure all students are being served in a high-quality environment each day
- Love for working with students and applying Montessori principles to the teaching and learning in the community
- Familiarity with the use of educational information systems, data analysis, and the formulation of action plans
- Knowledge of applicable federal and state laws regarding education and students
- Ability to communicate effectively with students, staff, and parents, including students that have historically struggled with self-efficacy and growth mindset with regards to Mathematics

- Ability to engage in self-evaluation with regard to performance and professional growth
- Ability to establish and maintain cooperative working relationships with other community members
- Flexibility with teaching style and feedback
- Ability to manage a variety of tasks
- Willingness to observe the learning environment and adjust practice to meet student needs
- Undergraduate or graduate degree in mathematics, economics, engineering, education, or a related field, or highly qualified credential in secondary mathematics

Other desirable attributes include:

- Work experience in a Montessori adolescent environment, or another alternative education setting
- Completed training in Montessori education, particularly for adolescents
- Experience teaching mathematics at the middle or high school level

Compensation and Benefits

Salary commensurate with experience with a range of \$35,000 to \$63,900. This range is based on a 181-day contract. The salary listed on the employment contract will differ due to the mid-year start date. Contracts are renewed yearly subject to employment performance evaluations. Salaries are paid monthly over a 12-month period.

Benefits include:

- Health, vision, and dental insurance
- Retirement plans
- Paid Time Off
- Employee Assistance Program
- Life insurance
- Free school-provided Hot Lunch when lunch is served!

Location and Schedule: Compass Montessori’s Golden Campus is located in the scenic foothills of Golden, Colorado, at the base of North Table Mountain. This position is an in-person position and is not eligible for remote work. Work days and hours vary with the school calendar. Generally, you can expect to report to work Monday through Friday from 7:30 AM to 3:15 PM (School hours are 7:45 AM to 2:45 PM).

Hiring Contact

Please feel free to reach out with any questions about the position to either of the following staff members:

- Kymm Garcia - Principal, Golden Campus: kgarcia@compassk12.org
- Lance Shuey - High School Math Guide: lshuey@compassk12.org

Please send Resumes and letters of interest to:

Kymm Garcia - Golden Principal-ECE-12th grade

kgarcia@compassk12.org