



Nativity School of Worcester

5th Grade 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.

After a successful 20 years of our boys program, we will be opening the Julie Power Girls Division in July of 2024. The 5th Grade Teacher will be part of this historic opening of the only Jesuit all-girls school in Massachusetts.

5th Grade Teacher Department Head Overview:

Reporting to the Principal, the 5th Grade Teacher serves as the primary teacher for multiple subjects in the 5th grade. In addition to providing direct classroom instruction, the teacher 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 to four subjects for 5th grade.
 - Taking a leadership role in the co-teaching/paraprofessional mode with a focus on growing the impact of the academic program.
 - Act as a point of contact for fifth grade caregivers.
 - 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.
- Participate in the school's student support model where needed including:
 - Actively participating in weekly Student Support Team meetings.
 - Running small group and individual work during WIN blocks as needed.
- 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 and coverage needs, as such needs develop.
 - Participating in mandatory staff orientation prior to the start of the school year and two annual two-day retreats.
- Assist the Principal with special projects, such as serving as a member of the Admissions 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.

You will also be expected to:

- Participate in Summer Session orientation and Summer Session (July).
 - Summer Orientation Dates: July 1st-July 3rd
 - Summer Session Dates: July 8th-July 26th
 - Fall Orientation Dates to be communicated by May 1st, 2024.
- Follow the annual Academic Calendar (to be forwarded to employees in August), with participation in staff orientation prior to the 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 and assisting with lunch or recess duties as needed.
 - 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.
- 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.
- Openness to embracing and promoting the Jesuit mission and identity of Nativity School of Worcester.
- Proficiency with the Spanish language preferred but not required.
- Citizenship, residency or work VISA in the United States required.

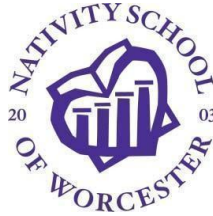
Compensation is based on years of experience (see the school’s teaching salary rubric below). Nativity offers competitive benefits including medical, vision, and dental insurance, retirement matching and tuition reimbursement.

TO APPLY

Submit a letter of introduction and résumé to: Andrea Bazarian, Principal, Nativity School of Worcester, 67 Lincoln Street, Worcester, MA 01605 or at careers@nativityworchester.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.nativityworchester.org



The following salary schedule applies to all salaried, teaching positions at Nativity School of Worcester. Salaries are 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 (i.e. Master's in Education) and licensure earned at the time of hire.

2024-2025 Teaching Salary Schedule			
Years of Teaching (includes Fellowship)	Bachelor's Degree	Master's in Education	Master's in Education and Teaching License and/or +15 Credits
1	\$ 47,895	\$ 49,955	\$ 51,500
2	\$ 49,440	\$ 51,861	\$ 53,045
3	\$ 51,101	\$ 53,373	\$ 54,636
4	\$ 52,634	\$ 55,075	\$ 56,275
5	\$ 54,213	\$ 56,622	\$ 57,963
6	\$ 55,839	\$ 58,320	\$ 59,703
7	\$ 57,514	\$ 60,069	\$ 61,494
8	\$ 59,240	\$ 61,869	\$ 63,339
9	\$ 61,017	\$ 63,725	\$ 65,239
10	\$ 62,849	\$ 65,637	\$ 67,196
11	\$ 64,733	\$ 67,606	\$ 69,212
12	\$ 65,381	\$ 69,633	\$ 71,288
13	\$ 66,034	\$ 71,723	\$ 73,427
14	\$ 66,695	\$ 73,874	\$ 75,630
15+	\$ 67,361	\$ 76,090	\$ 77,898