



## **Nativity School of Worcester**

*Middle School Teacher*

*Full Time*

### **Middle School Teacher Role Overview:**

Reporting to the Principal, the Middle School Teacher is a dynamic educator responsible for teaching multiple subjects across grades 6–8. This individual is a collaborative, mission-driven professional who creates an engaging, structured, and inclusive classroom environment while working closely with colleagues to support the academic and personal growth of each student.

In addition to providing direct classroom instruction, the teacher serves as a leader and mentor to the Teaching Fellows and is an essential point of contact with families.

### **Primary Responsibilities:**

Reporting to the Principal, your responsibilities will consist of the following:

- Modeling of successful teacher practices:
  - Lead teach at least four classes within the 6th-8th grade level (both boys and girls sections) and co-teach other classes as needed. Classes that could be taught include ELA, Math, Science, and Social Studies, and potentially elective classes depending on the needs of the school.
  - Taking a leadership role in the co-teaching/paraprofessional mode with a focus on growing the impact of the academic program. As a lead teacher, the teacher must be flexible and willing and able to complete a variety of tasks and collaborate with Department Head teachers. They must also be willing to step up to ensure the success of the fellow teachers and students.
  - Developing lesson plans and 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.
  - Support the successful implementation of AVID strategies in the classrooms and complete AVID related trainings as needed.
- Assisting in regular staffing responsibilities as outlined in the Nativity Faculty Handbook and Nativity Employee Manual.
  - Such tasks include participating in one "late" day (i.e. end of academic day through end of after-school day) per week, assisting lunch and/or recess duties as needed.
  - Assisting with morning advisory and in emergency teaching needs, as such needs develop.
  - Attending and actively participating in weekly staff meetings.
  - Participating in staff orientation prior to the start of the school year and two annual

two-day retreats.

- Participate in Summer Session orientation and Summer Session (July).
  - Summer Orientation Dates: July 1st-July 2nd: **July 1, 2026 is the start date for this role.**
  - Summer Session Dates: July 6th-July 24th
  - End of August Orientation Dates to be communicated by May 1st, 2026.
- Follow the annual Academic Calendar (to be forwarded to employees by June 2026), with participation in staff orientation prior to the start of school year.
- Assist the Principal with special projects as needed.
- Promote the school's diversity, equity, inclusion, and anti-racist work within the academic program, curriculum and day-to-day duties.
- Fulfill responsibilities as memorialized in the Nativity Employee Handbook.

### **Qualifications:**

- At least two years of classroom experience, preferably in middle school is preferred.
- Bachelor's degree required; Master's degree preferred.
- A Massachusetts Department of Elementary and Secondary Education Certification is preferred.
- Openness to embracing and promoting the Ignatian mission and identity of Nativity School of Worcester.
- Must have an even disposition with a poised confidence and have the ability to work effectively and politely with people from different backgrounds, experience levels and in all types of situations. It is essential that the individual be courteous and flexible under stress.
- Must have cultural sensitivity and awareness of diversity, equity, and inclusion issues regarding the internal and external Nativity Worcester community.
- Must have demonstrated abilities to evaluate problems accurately and display good, sound, and confidential judgment. Must maintain a professional, caring, and conscientious demeanor at all times.
- Proficiency with the Spanish language preferred but not required.
- Citizenship, residency or work VISA in the United States required.

The start for this role is July 1, 2026. To be considered for the role, you must be able to attend the school's July 1 and 2 orientation, and the school's July summer session.

### **TO APPLY**

**Submit a cover letter and résumé to [careers@nativityworcester.org](mailto:careers@nativityworcester.org).**

### **Mission**

Nativity Worcester is an accredited, independent middle school that provides a holistic, tuition-free, faith-based education rooted in Ignatian values to students of all faiths from under-resourced communities. Drawing upon four pillars – strength, scholarship, character, and service – a Nativity education inspires self-discovery, responsibility, spiritual growth, and a lifelong dedication to learning.

Nativity Worcester provides a high quality education by utilizing a co-divisional model where children experience the best of both worlds: rigorous, single-sex academics and integrated social and extracurricular experiences. This unique model, which maintains Nativity's small classrooms and extended school day and year, features two separate academic divisions, the Chick Weiss Boys Division and Julie Powers Girls Division. A Nativity education ensures that every child receives

personalized academic attention while also developing the social and leadership skills that prepare them for success in high school, college, and beyond.

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.

**Compensation:** Nativity offers competitive benefits including medical, vision, and dental insurance, retirement matching and tuition reimbursement. 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.

2026-2027 Teaching Salary Schedule			
Years of Teaching	Bachelor's Degree	Master's in Education	Master's in Education and Teaching License and/or +15 Credits
1	\$ 51,170	\$ 53,676	\$ 54,902
2	\$ 52,890	\$ 55,241	\$ 56,548
3	\$ 54,476	\$ 57,003	\$ 58,245
4	\$ 56,110	\$ 58,604	\$ 59,992
5	\$ 57,793	\$ 60,361	\$ 61,793
6	\$ 59,527	\$ 62,171	\$ 63,646
7	\$ 61,313	\$ 64,034	\$ 65,556
8	\$ 63,153	\$ 65,955	\$ 67,522
9	\$ 65,049	\$ 67,934	\$ 69,548
10	\$ 66,999	\$ 69,972	\$ 71,634
11	\$ 67,669	\$ 72,070	\$ 73,783
12	\$ 68,345	\$ 74,233	\$ 75,997
13	\$ 69,029	\$ 76,460	\$ 78,277
14	\$ 69,719	\$ 78,753	\$ 80,624
15+	\$ 70,961	\$ 80,927	\$ 82,384