

# Open Position Bradford Christian Academy High School Biology/Chemistry Teacher

High School Biology/Chemistry Teacher must have a bachelor's degree from an accredited college or university with a major or minor in Biology and/or Chemistry, enjoy teaching and mentoring teenage students, and affirm Bradford Christian Academy's statement of faith. BCA teachers should possess a thorough understanding of best practices in teaching, excellent verbal and written communication skills, and strong interpersonal and organizational abilities. Teacher Certification, a master's degree, and three or more years of teaching experience are preferred. Teachers must

1. Demonstrate the ability to teach students with integrity, enthusiasm, and skill,
2. Pursue excellence as an educator, embracing opportunities for improvement and growth,
3. Set high standards, seek excellence, and coach students to success,
4. Act as Christian role models and inspiring life coaches for students,
5. Demonstrate sound knowledge of content area, integrated with the Christian world view as appropriate,
6. Collaborate with the BCA teaching community, working to grow and strengthen the school,
7. Represent BCA in a positive light in all spheres of influence, and
8. Live according to Christian principles and be attenders in good standing at a Protestant, Catholic, or Orthodox church.

## RESPONSIBILITIES:

- Implement a proficiency-targeted curriculum aligned with levels of high school that are consistent with the Standards for Biology and Chemistry as articulated in the Massachusetts Curriculum Frameworks.
- Utilize teaching strategies that build student proficiency in Biology and Chemistry including skills in analyzing and interpreting data, communicating evidence, asking questions and defining problems, and developing and carrying out investigations.
- Create flexible lessons that explore inquiry, design-based learning, design challenges and problem solving, and analyzing and explaining phenomena.
- Design and deliver flexible, well-structured, and standards-based units and lesson plans with challenging higher-order thinking tasks, theoretical concepts, applied skills, technical accuracy, and measurable outcomes.
- Provide content tutoring after school or during study halls with tiered support as needed.
- Apply appropriate varieties of engagement strategies, pacing, sequencing, groupings, and purposeful questioning, including strategic use of technology and digital media.
- Assign and grade formative and summative assessments, quizzes, tests, and projects in a timely manner to inform upcoming lessons and teaching strategies and for documenting student development of understanding and progression through the scope and sequence.
- Create and implement clear, consistent, and fair grading policies, including expectations for all major assessments and rubrics for all papers and projects. Assign ample assessments per quarter to gauge the learning level of each student.
- Execute plans for continuous improvement for the effectiveness of lessons, the curriculum, and the overall school environment.
- Cultivate a safe physical and learning environment by implementing classroom procedures that allows students to take academic risks, values all voices, and supports the socioemotional needs of the students.
- Communicate high standards for student work, effort, and behavior to empower all students to meet or exceed learning objectives successfully.
- Build strong professional relationships with students, aid in strengthening their self-confidence and self-advocacy, and inspire their high goal setting. Build collegial relationships with faculty and staff to support the BCA teaching community.
- Participate in school events and extracurricular activities to build community and better understand students' interests and perspectives.
- Communicate (emails, telephone, conversations, Veracross) in a professional, positive, and timely manner to all students, parents, tutors, and administrators to facilitate understanding, expectations, and performance of students. Maintain timely audit trails for communication with all constituents.
- Demonstrate a life-long commitment to learning and the development of professional skills, including Teacher Certifications and the pursuit of a Master's Degree in Education.
- Perform other duties and responsibilities as assigned.

## BCA ENVIRONMENT and VALUES

Bradford Christian Academy is an independent, faith-based, college preparatory school, serving grades K-12. Through our mission statement BCA believes in, "Inspiring lives of character and service through college preparatory academics integrated with a Christian faith perspective in a community distinguished by grace." The Academy highly values faith, inquiry, excellence, service, and diversity, and endeavors to nurture students to reach their full potential in their academic skills, spiritual growth, and extracurricular talents.

**SALARY & BENEFITS**

This is a full-time, 10-month position. Salary is negotiable, commensurate with experience and/or qualifications. Approximate starting date: August 16, 2021.

**APPLICATION PROCEDURE**

Mail or electronically submit a resume, cover letter, two professional references and a philosophy of Christian education to:

**Loren Stevens**

**Dean of the Upper School**

Bradford Christian Academy

97 Oxford Avenue

Haverhill, MA 01835

e-mail: [loren.stevens@bradfordchristianacademy.org](mailto:loren.stevens@bradfordchristianacademy.org)

PLEASE NOTE THAT NO APPLICATIONS WILL BE CONSIDERED UNLESS **ALL** APPLICATION MATERIALS ARE RECEIVED.