

**Job Description: Latin Teacher**

**About our school:** Libertas is a public charter school serving a historic but marginalized neighborhood in Memphis. *Our mission is to be a school for human flourishing: cultivating minds, hands, and hearts for lives of wonder, work, and love.* We offer a rich, rigorous, and personalized education through Montessori learning, supported with liberal arts content through Core Knowledge, focus on developing character virtues, and an attachment village approach to family and community engagement and restorative practices. We currently operate infant/toddler through 6th grade, adding in 7th and 8th grade by 2026.

**About Latin at Libertas:** Latin study begins in upper elementary and accelerates in middle school - and as we expand enrollment, we are growing our Latin teaching team. Our goal is to give students the opportunity to directly access the classical language and culture that is part of our shared civilizational heritage, while strengthening skill in their native language. We emphasize communicative competency, "living" language pedagogy, total physical response, and comprehensible input (including reader's theater, picture study and songs). We have utilized the following curricula: Polis Institute *Unus, Duo, Tres*; University of Dallas *Latin Through Stories*; Paideia Institute *Elementa*; and *Lingua Latina Per Se Illustrata: Familia Romana*. Because student engagement in classical language and culture is a priority, we also have a school chapter of the Junior Classical League, which participates in regional events and competitions, and puts on school-wide Roman-style festivals during the year. At the end of middle school, students will be prepared to take the "beginning" / Level 1 National Latin Exam as a milestone on their way to continued secondary study and engagement with great texts, authors, and ideas.

**Role information:**

- Full- OR part-time position
- Regular hours are 7:30-3:30pm (4:30 PM on Wednesdays) with collaboration meetings after school one other day per week, and (optional) after school program once per week.
- Reports to Elementary and Middle School directors.
- Measures of success include student growth, family satisfaction, observation feedback, performance evaluations, and related indicators.

**Key responsibilities**

- *Planning and Instruction:* Plan units and lessons based on quality curriculum materials and best pedagogical practices. Give lessons to whole groups, small groups, individuals. Observe and coach students. Gather feedback on student learning through reading, writing, listening, and speaking exercises. Answer questions, grade assignments, give feedback. Organize and maintain learning environment and materials.
- *Classroom Culture:* Set and maintain a peaceful, orderly classroom culture conducive to learning. Foster habits of excellence, especially grace & courtesy, through shared schoolwide practices such as connecting before redirecting and using a warm and firm tone. Be a model of striving toward virtue. Supervise students in and out of the classroom such as on the playground, during breaks, and on field trips / cocurricular activities.
- *Family communication:* Build relationships with families to foster open and responsive communication about student growth and needs. Assist in preparing quarterly report cards and biannual family conferences
- *Professional Development and Relationships:* Participate in lesson plan reviews and observations, receive feedback and discuss with a coach, and make adjustments to continuously improve. Participate in after-school and summer professional development and collaboration opportunities and data reviews.
- *Other duties as assigned*

### **Qualifications and Traits**

- Bachelor's degree (education degree NOT required)
- Experience with Latin strongly preferred but not required; those without Latin experience must be willing to participate in significant professional development and training
- Commitment to working in a Montessori, liberal arts school in an underserved community
- Strong interpersonal, verbal and written communication skills
- Warm and firm demeanor
- Love of learning
- Flexibility, initiative, and personal responsibility to work in fast-paced, startup environment
- Fortitude for the challenges we will face
- Work collaboratively, with a growth mindset
- Give and receive feedback in a spirit of craftsmanship.

### **Compensation**

- Full time range from \$45,000 to \$70,000 depending on qualifications and experience
- Eligible for increases or stipends for performance and/or additional duties, such as teaching in after school or summer program.
- Significant investment in professional development and training.
- Paid sick leave. Deferred pay model distributes salary throughout the year (including breaks and vacations).
- Full time employees are eligible for health insurance benefits, which we sponsor at an above-market rate. We also offer dental, vision, and other benefits, and retirement plans similar to local schools.

### **Application process**

Interested candidates should apply online at [www.libertasmemphis.org/join-our-team](http://www.libertasmemphis.org/join-our-team) where candidates can also learn more about our school. Please submit a resume, three references, and a cover letter (required) explaining why you would be a good fit for this position. Please direct any questions to bob.nardo@LibertasMemphis.org. Libertas does not discriminate on the basis of race, color, gender, handicap, age, religion, sexual orientation, or national or ethnic origin.