

A Subject Teacher position can be either a full-time or part-time, salaried position, at Pleasant Ridge Waldorf School. A full-time Subject Teacher “carries the program.” They are expected to be present at school five days a week. In principle, class loads range from 14 – 16 lessons per week unless scheduled differently. In addition, they are expected to supervise children during morning recess, lunch recess, before-school, or after-school for 4 additional periods a week.

Pleasant Ridge Waldorf School is an “at-will” employer.

Responsibilities in regard to the curriculum:

- ◆ Subject Teachers are expected to strive to understand the model of child development that underlies the Waldorf curriculum and, coupling this with study of the curriculum itself, the Curriculum Standards of the school, and an awareness of the class and community attributes, plan lessons for the grade level of their students.
- ◆ Written plans should be prepared each year which include goals for the students' development of academic, artistic, physical, and social skills within the framework of the given specialty.
- ◆ Specialty classes should be planned and taught such that attention is given to the following attributes:
 - balance of thinking, feeling, and willing activities
 - the conveyance of enthusiasm for the subject and for learning
 - in-breathing and out-breathing rhythm
 - a balance of directed and independent work
 - presenting the children with challenging, age-appropriate work
 - incorporating movement
- ◆ Subject Teachers are expected to work to deepen their understanding of the curriculum through the anthroposophical study of human development and the evolution of human consciousness, through discussion with colleagues and attendance of courses and workshops.
- ◆ Subject Teachers are expected to maintain an awareness and an interest in educational and learning developments going on outside of (or parallel to) Waldorf education.

Responsibilities for the children:

- ◆ Subject Teachers are asked to provide for the children a conscious model of responsible behavior that, together with loving authority and discipline, conveys to them a living sense of respect, reverence, and gratitude.
- ◆ Subject Teachers are expected to always provide conscientious guidance of their students and extend this to all students by sharing in supervision duties before, during, and after school.
- ◆ Subject Teachers are to develop the ability to work with the class as a whole, while concurrently being aware of (and tending to) individual needs.
- ◆ Observations are to be made of the class as a whole and of individual children and, working with these; the children are to be taken into the teacher's meditative life.

- ◆ The Subject Teacher is responsible for keeping the children's work in an organized manner, developing methods of evaluation of the children's physical, emotional, and intellectual development through record-keeping as appropriate to the specialty class (working with the guidelines of the School).
- ◆ Records are kept when special requests are made to parents or the Student Care Group for meeting a student's needs.

Responsibilities to parents:

- ◆ Subject Teachers are expected to interact with parents with honesty, courtesy, warmth, and professionalism, working with them to promote awareness and understanding of their child's school experience as well as to foster the parents' development as a supporting and protecting calyx around the development of the class as a whole.
- ◆ Subject Teachers are to actively employ good communication skills in working with parents. However, if difficulties in communication arise, the teacher is to seek assistance from the Faculty Council or Administration.
- ◆ Subject Teachers are expected to be available for Parent-Teacher conferences twice during the year according to the school's schedule, at which time they strive to form a shared vision of the child with the parents, discuss all aspects of the child's progress in school, mutually share concerns and discuss means of working with concerns.

Responsibilities in regard to the school and colleagues:

- ◆ Subject Teachers are to work together with their colleagues - sharing observations, questions, and insights - to support each other's professional and personal development.
- ◆ Subject Teachers are expected to take active roles in the administration of the school. After the first year, a subject teacher is to serve on at least one committee.
- ◆ Subject Teachers are expected to take part in public relations aspects of the school's work as follows: taking part in at least one informational event per year and contributing to the Calyx, the school's newsletter.
- ◆ Subject Teachers are responsible for the physical environment of their classrooms - creating a place that is inspiring for learning by giving care to the beauty, artistic aspects, cleanliness, and order of the room - and for the shared school building and grounds.
- ◆ Subject Teachers are expected to attend weekly faculty meetings, section meetings, and in-service days as scheduled.
- ◆ Subject Teachers are on campus Monday – Friday unless scheduled differently arriving at least 15 minutes prior to their first scheduled class or duty.

Ideal candidate will have:

- ◆ Bachelor's degree (required)
- ◆ Waldorf training and/or a willingness to pursue training within the first few years employment
- ◆ Knowledge and understanding of anthroposophy and the picture of child development it presents
- ◆ Understanding of the Waldorf curriculum and pedagogy
- ◆ Experience and/or training in teaching children
- ◆ Good written and oral communication skills
- ◆ Ability to work in an organized and timely manner
- ◆ Ability to work artistically and creatively with the education
- ◆ Professionalism in speech, dress, and manner
- ◆ Interest in self-development of skills that support the curriculum and good working relations
- ◆ Knowledge and understanding of the subject area being taught

Compensation and benefits:

- ◆ For full-time the starting base salary is \$25,133 per year
- ◆ 24-hour accident insurance is available
- ◆ A modest professional development stipend is available as the budget allows
- ◆ Paid Time Off (PTO) days are 8 per year (or 64 hours); prorated for part-time
- ◆ Full tuition remission available for full-time positions; prorated for part-time
- ◆ Evaluations are conducted by the Personnel Committee