

Core Vision for Teachers *how we recruit, retain, and reward the best people*

Liberty Academy is a community of learners with a shared vision and unchanging mission:

1. Leadership

- a. **Team Player**- We are humble, hungry, and smart in the way we educate children.
- b. **GRIT**- Instead of choosing convenience and ease, we possess a high capacity for challenge and the feeling of accomplishment that comes with meeting it.
- c. **Service Minded**- We do whatever it takes for extraordinary outcomes in scholarship, partnership, and character development.

2. Liberty

- a. **Love**- We show a love for our students and our content. Students have the liberty to learn and participate without fear. We give them opportunities for wonder and excitement in their learning.
- b. **Cultivation of Character**- We embrace the virtues of the western tradition and use a holistic approach to forming the hearts and minds of the next generation.
- c. **Partner to Families**- We are committed to walking alongside families, helping to engage them in the learning process and fully equip them with the tools to educate their students.

3. Lifelong Learning

- a. **Pursuing Excellence**- We are committed to fulfilling our potential and helping every individual become the best version of themselves. We seek a high level of core competence in classical pedagogy.
- b. **Growth Mindset**- We are dedicated to continuous growth in our professional practice. We believe that professional mastery is attainable and support teachers' professional pursuits in all positions.
- c. **Professional Wisdom**- Human interaction is messy work, but we are willing to dedicate the time and attention to it in order to better serve our students, families, and each other.

Essential Expectations *the basic requirements of LAC employees*

All faculty and staff at LAC are required to comply with our non-negotiables:

- 1. Missionally Aligned-** Support and act in accordance with the school's mission, vision, values, and strategic direction. As it pertains to the LAC mission, this means all staff practice classical teaching, respect all students as full and complete human beings, and partner with families to cultivate the minds and guide the hearts of the next generation.
- 2. Growth Mindset-** Authentically engage in self-reflection along with annual personal and professional growth. This includes, but is not limited to, summer learning and prep, written goals and progress toward those goals, and regular observation with constructive feedback.
- 3. Intentional Planning-** Demonstrate intentionality through rigorous planning and study, documented preparation (lesson plans), and clear and regular communication. All of this should begin before students arrive on campus.
- 4. Virtuous Character-** Live out the six core virtues (courage, humility, grit, wisdom, compassion, and justice) to the best of your ability. As teachers, we hold a special place in the lives of young people and our community. Our actions both inside and outside the walls of LAC, both on and off-line, reflect our personal and professional values.
- 5. Student-Focused-** Demonstrate a sacrificial love and commitment toward students. This means believing in their potential for success while meeting them where they are now as a complete person. Make a concerted effort to see them grow toward graduation through a classical education in partnership with their parents.
- 6. Professionally Wise-** Interact with students and colleagues in a respectful, encouraging, and professional manner that fosters a healthy, growth-focused culture. Uphold a hospitable disposition to families and visitors at all times (through eye contact, elevated language, and offering help). Uphold standards of professional presentation, punctuality, language, and professional courtesy. Honor the confidentiality of the school, its families, and its staff. Strive to be found dependable, forthright, and communicative in all situations.

Role Description *your zone of responsibility*

The best structures are ones which promote mobility, functionality, and growth. We think that descriptions of responsibility should reflect the promotion of growth in both our students and our school. The description below will provide a scope of responsibility for the position.

Full-Time Faculty Member

A full-time faculty member is a mature and professional teacher who exemplifies the virtue and character we instill within our students. Faculty must possess a deep understanding of classical pedagogy OR the willingness to grow in classical pedagogy through a long-term commitment to learning. The number one driver of positive student outcomes is an expert teaching staff that is operating within a healthy and focused school culture. Effective faculty are supportive and effective communicators who maintain challenging yet encouraging classroom atmospheres.

The Full-Time Faculty Member functions in the five following roles:

1. Curriculum and Lesson Planning

Faculty are well-versed in content months before students arrive on campus, and have familiarized themselves with content learned by students in previous years and the upcoming year. Teachers prepare explicit unit plans, lesson plans, clear and well-timed assessments, and do so in accordance with the Hillsdale Scope and Sequence. Faculty will plan one unit ahead at all times in year one, and two units ahead in subsequent years.

2. Use of Classical Pedagogy

LAC adheres to the seven laws of teaching (Teacher, Lesson, Learner, Language, Teaching Process, Learning Process, Review) and practices regular observation and feedback. Faculty must have a passion for student achievement and strive for student mastery through the application of classical pedagogy.

3. Student Assessment

Faculty must be able to effectively demonstrate evidence of student learning through regular assessment and data collection. Teachers work alongside parents and are supported by administration to translate data into effective instruction.

4. Support Schoolwide Culture

Faculty adopts the mission and vision of Liberty Academy and implements it with complete fidelity. Teachers work to adopt common language and classroom policies in full alignment with the stated expectations of the school.

5. Engage Fully in Parent Partnership

Faculty sees their role as a partner to parents and acknowledges that parents are the first and most important teacher in the life of a child. Teachers understand that we are a private institution and as such we must provide service to our families that goes above and beyond at times. In addition, our faculty partners with one another by participating in common planning and reflection and helping to foster a culture of growth and learning.



Lower Elementary Instructor Job Description

Liberty Academy of Columbus is seeking a Lower Elementary Instructor for the 2023-2024 school year. Teaching candidates should believe in our core mission and share missional alignment with our core teaching vision of leadership, liberty, and lifelong learning. In addition, they should be equipped to fulfill our essential expectations and the specifics of a teaching role.

Strong candidates will also have:

- Experience in the classical education model (though not required)
- A bachelor's or master's degree in elementary education, a degree in a related field from a liberal arts college, or extensive experience working with children in a classical environment
- The desire to work as a mentor and authority figure to young people
- A sincere desire to partner with parents in the training, discipline, and education of their students according to our belief in the personhood of children
- Drive to excel and serve, going above and beyond the hours of 7:30-4:00 in an effort to meet the needs of children and families

Please complete the online application and submit your resume at www.libertyacademycolumbus.com/careers to express interest in this position.

For more information, please visit www.libertyacademycolumbus.com.