



# HERITAGE SCHOOL

Inspiring creative, independent learners to embrace challenge.

4090 Heritage St SE, Salem, OR 97302  
503-851-0277

[info@heritageschool.us](mailto:info@heritageschool.us)  
[www.heritageschoolsalem.org](http://www.heritageschoolsalem.org)

## Heritage School Description

Since 1984, Heritage has taken a personalized approach to education. We enroll approximately 35 to 40 first through eighth grade students each year. We believe children enter this world with a sense of wonder that propels them to explore, invent, and discover. We want to honor each childhood by nurturing curiosity, competence, and community.

We believe comprehension and retention of concepts and skills are best achieved when children are engaged in “learning by doing” that is rooted in deep study. Students progress at a steady and unhurried pace that fits their individual abilities and needs. They are given opportunities to make choices and demonstrate their autonomy. A strong and vital sense of community develops as students grow and learn alongside one another. Students feel a sense of belonging as contributing members of the community. Students develop competence through active learning, while emphasizing the joy of embracing challenge.

Our multi-age community meets the academic and social needs of children of all ages. Our non-graded structure enables the teaching staff to focus on developmental readiness, not merely age, when determining an individual child's course of study. The multi-age classroom allows students to develop as individuals with unique gifts and futures, to become a family of learners, and spend multiple years with the same teacher.

## Teacher Job Description

At Heritage, experienced teachers collaborate to develop thematic, interdisciplinary studies. Teachers work with children of all ages over many years of their childhoods, so teacher and student develop a deep connection thus allowing teachers to meet each individual's academic and social-emotional needs.

Teachers at Heritage are nurturing, humble, trusting and trustworthy, improvisers, authentic, educational leaders, see the connections between subject areas, have high standards, and give constant feedback. Heritage teachers cultivate these qualities in their students: vibrancy, inquisitiveness, self-motivation, cooperation, creativity, independence, responsibility, confidence, flexibility, focus, self-direction, resourcefulness, maturity, endurance, considerateness, supportiveness, and response to direction.

Teacher responsibilities include, but are not limited to:

- Develop curriculum and differentiated instruction for students
- Collaborate with the teaching team to support the students socially, emotionally and academically, as well as to ensure program cohesiveness and continuity
- Assess students in meaningful and ongoing ways; guide the mid-year self-assessments and conferences; write narrative progress reports at the end of the year

- Communicate effectively and collaboratively with parents and the Heritage board
- Supervise lunch and breaks on a regular basis
- Plan and attend special events as an active member of the community
- Teach according to thoughtful, thoroughly-planned, progressive curriculum
- Maintain an emphasis on preparing students for the joys and challenges of learning
- Engage with families to attend to the needs of the whole child
- Perform necessary administrative tasks and attend required meetings
- Engage in reflective practice and professional growth activities

The qualified candidate will ideally:

- Cultivate curiosity and a love of learning
- Have expertise in teaching multiple subjects and ages.
- Teach and adapt an integrated curriculum.
- Have progressive educational practices.
- Be culturally competent.
- Be committed to social justice, equity, and diversity.
- Preferably have at least five years of classroom teaching experience.
- Have a working understanding of developmental/constructivist teaching practices and social-emotional learning.
- Be able to successfully instruct and differentiate for students at different ability levels and multiple intelligences.
- Have a love of learning and desire to work with children as a facilitator of learning.
- Have a degree with a major in education or subject-specific field.
- Maintain a collaborative spirit.
- Have strong oral and written communication skills.
- Be competent with technological platforms the school uses.
- Organize and manage a positive, unhurried classroom.
- Understand how to work with a diverse student population, including some students with learning and behavioral needs.
- Use a supportive and clear tone with students and fellow faculty.
- Have experience with collaborative teaching.
- Be flexible in order to cope gracefully with the unexpected.

## **Compensation**

Salary and benefits will be based on qualifications and experience and competitive with local schools.

## **How to Apply**

Please review our [school website](#) to learn more about our unique program. Indicate your interest in the position by submitting a cover letter and resume to Co-Directors Emily Skelding and Angela Obery at [info@heritageschool.us](mailto:info@heritageschool.us).

Heritage School believes strongly in the principles of diversity, equity, and inclusion. We strive to foster a diverse campus community, which recognizes the value of all people regardless of religion, race, ethnicity, gender and gender expression, sexual orientation, family-care status, marital status, veteran status, disability or socio-economic background.