



springriverschool.org

JOB DESCRIPTION

Class Teacher of Grade School Children in an all-outdoors 4 -Day Homeschool K-8 Grades Program inspired by Waldorf Education

- **Note: This is a 4-day instructional program Monday-Thursday with Friday set aside as work-from-home day or for faculty meetings, planning, and professional development**
- Status: Full-Time Salaried for the 2025-2026 School Year (salary based on experience and qualifications)
- Base Salary is \$40,000 with a range of \$40,000-\$45,000/year depending on education and experience. Annual cost of living increases.
- Benefits:
 - 40% Tuition Remission for dependent children (Note that the State of Florida offers the Step up for Students Scholarship which could enable teachers to cover the additional tuition if they choose to apply. Spring River is a Direct Pay Provider of Step up for Students.)
 - Health Stipend
 - Annual Paid time off, vacations aligned with academic calendar and summer time off
 - Annual Professional Development opportunities
- Reports to Pedagogical Administrator

Position Summary

Spring River seeks a qualified and motivated individual to serve as a Grades 1-8 class teacher. Candidates must commit to personal and professional development and an enthusiasm for collegial work. This person will work as part of a committed team of teachers and be an active member of our school community. Teachers in our school make a significant commitment to their classes, both in endeavoring to know their students well and in bringing a rich and solid academic curriculum. This involves creating a productive relationship with parents and a cooperative relationship with colleagues and administration. The teacher will instruct students of varying learning levels and may be asked to teach in a combined grade grouping. Waldorf Certification or willingness to participate in Waldorf Professional Development and Certification is essential.

Classroom responsibilities:

- Arrive on campus daily with time to set up an outdoor classroom to prepare for student arrival (no later than 8:30 a.m.). Prompt and regular attendance is an essential duty and responsibility of this position.
- Prepare a block schedule and all daily classes for students guided by the Waldorf Curriculum.

- Prepare for and instruct circle activities, main lesson, painting, form drawing, and practice periods. (Some classroom teachers will also provide specials/enrichment classes.)
- Maintain a safe, harmonious social environment for the students
- Manage the class with strong and consistent expectations while creating a rapport through warmth and connection with the children
- Maintain awareness of student engagement throughout each lesson and self-reflect if students appear disengaged
- Document and record student progress for each block, and narrative descriptions written at the end of the year.
- Prepare a yearly class play or presentation as indicated by the curriculum.
- Plan and carry out class field trips or a class trip (third grade and up.)

Parent Meeting and Communication

- Prepare and hold a minimum of 2 class meetings (parent education) per year that are 1-2 hours long in addition to the parent orientation at the beginning of the year. As needed, conduct parent-teacher conferences with parents and a support faculty member to discuss student or academic disciplinary concerns.
- Write weekly emails to parents in newsletter format containing short summaries of the class progress throughout the week and important announcements.

Reports and Student Progress Documentation

- Complete Mid-Year Report Narratives covering student progress in main lesson work, behavior, and social development.
- Complete End of Year Report Narratives covering student progress in main lessons work, behavior, and social development. Reports are to be submitted by the deadline to be reviewed for suggested edits by an assigned member of the pedagogical team.
- Identify students whose social, emotional, or academic needs are not being met and share this information with the Integrative Student Support Team.
- Participate in integrative student support meetings and implement the plan with follow-up with the student support team.

Administrative Responsibilities:

- Track attendance for students.
- Track and Document behavior (per school Discipline policy) as needed
- Attendance and participation in weekly faculty meetings, four in-service sessions, and a session at the beginning and end of each academic year.

Other responsibilities

- All teachers share responsibility for the well-being of the school. Aspects of this responsibility are:
 - Participate in the daily morning Teacher Circle.
 - Service on at least one faculty committee. Note: First-year teachers are exempt from this requirement.

- Be available and willing to participate in the enrollment process of new students, including student interviews, parent interviews, student assessments, and arranging prospective student class visits.
- Help to expand enrollment by attending open houses or fundraising events throughout the school year.
- Support currently enrolled families by participating in a parent orientation with other teachers prior to the start of each class year.
- Support the curriculum by organizing, planning, and participating in Festival Life and events related to your classroom.
- Maintain and make available a lesson plan that can be given to a substitute teacher in the case of absence.
- Interview, hire, train, and supervise classroom assistants (if applicable)
- Practice Confidentiality

Minimum Qualifications

- A deep love for children, respect for parents, enjoyment of working with colleagues, enthusiasm in your work, and a commitment to self-development.
- 2+ years of previous classroom experience. The preferred candidate will have experience in a Waldorf School setting.
- Bachelor's Degree from an accredited college or university in Education, Art, or Psychology.
- **Waldorf Education Certification or the willingness to complete Waldorf Education Certification**
- The desire to grow, grade by grade, with your students, looping with them year after year
- Acceptance as a working hypothesis for teaching (not necessarily for one's personal beliefs) the work of Rudolf Steiner, founder of Waldorf Education, has brought in faculty studies and teacher presentations during in-school workshops and other pertinent training.
- Willingness to attend relevant education and professional development training.

Physical Requirements: The physical demands described here are representative of those that must be met by school employees to successfully perform the essential duties of this job. Reasonable accommodations may be made for individuals with disabilities to perform essential duties.

- Arrives ready to work at the scheduled time and is rarely absent unexpectedly
- Able to have a full range of motion to locate children and examine the environment for hazards.
- Position self as needed including bending, crouching, kneeling, lifting, and reaching.
- Able to move classroom supplies in and out of the building/classroom space each morning/afternoon.
- Able to work in outdoor weather conditions for an extended time.
- Actively supervise students with focus, even when distractions are present.

Work Environment

- Classroom teaching will be 100% outdoors other than inclement weather days. Some duties are to be done at home on a computer.

- The schedule will be determined annually, and a full school calendar will be provided.

About Spring River School

Spring River School is an initiative of Jacksonville Educational Community, a pioneering non-profit organization founded by parents and local educators driven by a common desire to create a transformative educational experience focused on the whole-child approach. This impulse led to establishing Florida's first Waldorf-inspired K-8 all-outdoor education program. We also offer parent-child classes for ages birth to 5, a parent-led playgroup, a 2-day homeschool program, and nature immersion homeschool eclass, and a five-day high school program.

Spring River welcomes families of all identities and backgrounds with open arms and hearts.

Our Mission: To encourage independent thought, nourish imagination and cultivate social responsibility.

Our Vision: An educational experience that embodies a reverence and respect for the intellectual, artistic, social, physical, emotional, and spiritual life of each student.

NOTE: This job description indicates the general duties and physical requirements of work performed by the employee with this job designation. It should not be interpreted or construed as a comprehensive inventory of all duties, responsibilities, qualifications, and physical requirements required of the employee assigned to this job, as these might vary daily or as business needs demand.

EOE Statement: We are an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status, or any other characteristic protected by law.

It is the policy of Spring River School to provide equal employment opportunities to all employees and applicants for employment without regard to race, color, sex, age, religion, national origin, disability, status as a covered veteran, or any other legally protected status, in accordance with federal and state law, and not to discriminate on the basis of sexual orientation. This policy applies to all terms and conditions of employment, including recruitment, hiring, placement, compensation, benefits, promotion, demotion, layoff, termination, and all other terms and conditions of employment.