

Position Title: Middle School Education Teacher, Full Time

Department: General Education

Reports to: Executive Director

FLSA Status: Exempt

Position Status: Open until Filled

Start Date: August 15th, 2025

Progeny Academy is seeking dynamic, passionate, dedicated teachers who will provide best- practice instruction to diverse learners. It is the mission of Progeny Academy to support learners in achieving excellence through leadership with next generation innovative educational strategies in science and technology. Progeny Academy is dedicated to provide a safe, supportive learning community founded in high expectations, rigorous academics, and personal accountability that will enable our students to become productive, responsible, global citizens and well prepared scholars for secondary education and beyond. The position is full time for the 2025-26 school year.

Qualifications:

- Bachelor's Degree required
- Hold a valid Minnesota Teaching License, K-6 with middle school endorsement in specified area, 5-12 license in specified area, 5-8 license in specified area or able to obtain
- Knowledgeable of instructional best practices working with diverse learners
- Knowledgeable of assessments and how to analyze data to improve student performance and growth
- Excellent interpersonal and human relation skills
- Culturally-responsive, able to work on a team and independently
- Functionally and technically competent in skills necessary for this position
- Experience working with ESL population (preferred, but not required)
- Experience working in an urban setting (preferred, but not required)

Duties and Responsibilities:

- Articulate the mission and vision of Progeny Academy to students, parents, and the greater community
- Use the state standards and curriculum to create a rigorous, objective-driven elementary education program
- Differentiate for individual students based on their unique learning needs to ensure all students are appropriately engaged and challenged
- Ensure students are engaged through activities and technology that accommodate various learning styles
- Explicitly introduce learning objectives to activate students' prior knowledge as it relates to objectives, and conclude the lesson by revisiting the learning objective
- Provide many and varied opportunities for students to achieve mastery while working to promote achievement by all students
- Measure student achievement of, and progress toward, the learning objectives and goals with formative and summative assessment tools
- Provide ongoing and timely feedback to students on their progress towards meeting goals by frequently checking for understanding and listening
- Use data to reflect on effectiveness of lessons and student achievement progress to improve instruction and personal practice
- Create a focused environment of fairness and respect that encourages student to take risks and strive to reach goals
- Implement classroom procedures, systems, and routines that provide structure for students and maximize instructional time
- Communicate respectfully and thoughtfully with parent/guardians remaining sensitive to different families' cultures, values, and needs

- Collaborate with colleagues (school wide meetings, professional development days) to continuously improve personal practice, instruction, assessment, and student achievement, as well as the overall goals and mission of the school
- Reflect critically upon teaching experience; identify areas for further professional development as part of a professional development plan that is linked to grade level, school, and network goals
- Use feedback to update Individual Professional Development Plan
- Performs other duties and responsibilities that are delegated by the Executive Director

Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employed is regularly required to talk, hear, climb, balance, stoop, kneel, reach for objects, stand, walk, push, pull, lift, and use hands to grasp and feel. The employed must frequently lift and/or move up to 25 pounds, occasionally being required to lift and/or move up to 40 pounds or more. Specific vision abilities required include close vision, distance vision, and the ability to adjust focus.

Interested candidates should submit the following:

- A cover letter,
- resume,
- 3 letters of recommendation,
- college transcripts,
- a copy of MN teaching license

Progeny Academy is an Equal Opportunity Employer. Progeny Academy ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation, disability or veteran status. Progeny Academy has a policy of active recruitment of qualified minority teachers and non-certified employees.

Progeny Academy offers competitive salaries and benefits for its faculty. For more information about the school, visit us at www.progenyacademy.org.

Please send application to:

Ms. Nicole Nelson, Ed.S.
Director
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