

# ASPIRE ACADEMY

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## TEACHER JOB POSTING

Position: Teacher, full-time English-speaking and bilingual positions available  
Start Date: Immediate  
Compensation: Based on experience, to be discussed

Our goal at Aspire Academy is to create an amazing and unique work culture that fosters professional and personal growth in every member of our team. Creating and maintaining an amazing work environment takes effort from everyone who works at an organization, therefore every team member at Aspire Academy is expected to:

- Recognize and appreciate the impact that they have on their students and colleagues each day
- Positively contribute to our work culture at Aspire Academy
- Be motivated and willing to learn
- Be flexible and open to change as Aspire grows and evolves
- Work independently with minimal supervision, as well as on a team
- Practice effective problem solving and conflict resolution strategies
- Remain calm and non-confrontational under pressure
- Accept feedback openly, reflect on this feedback and adjust their performance
- Develop performance-related goals for themselves in collaboration with their supervisor(s) then actively work towards accomplishing these goals
- Actively participate in professional development activities
- Practice self-care (in whatever way that suits them!) so that they bring their best self to work every day
- Uphold a high standard of ethical and professional behaviour (i.e. deal with confidential information appropriately, understand boundaries, make ethical decisions, treat clients and colleagues with dignity and respect etc.) for themselves and their colleagues
- Respect our physical space and regularly participate in tasks that keep our space clean, safe and inviting
- Complete tasks as assigned to ensure that operations run smoothly (i.e. follow assigned schedule, understand and follow workplace policies, submit employment documentation as needed, submit payroll in a timely manner)
- Be accountable to their colleagues and teammates
- Understand the roles at Aspire Academy and how they interact; seek support/feedback and direct ideas/questions accordingly

These behaviours aren't just "extra, when-you-have-time-for-them" tasks; they are "ongoing, non-negotiable, all-the-time" tasks because they lay the foundation for all the magic that happens at Aspire!

At Aspire Academy, Teachers work collaboratively with our Principal, Senior Therapists and Lead Therapists to guide the work of our Educational Therapists and keep our classrooms running smoothly. Our unique approach to group learning incorporates a number of different teaching styles (i.e. small group, triadic, dyadic, one-on-one) and requires our team to work in a variety of capacities each day. In order to create an optimal learning environment for our students, our Teachers must think on their feet, problem solve on the spot, and work flexibly and collaboratively as a team. In addition to the behaviours listed above, a Teacher at Aspire Academy:

- Works directly under the Principal
- Works within a specific classroom/group; in collaboration with the assigned Senior Therapist and Lead Therapist
- Mentors the small team of Educational Therapists that work within their classroom/group by providing ongoing support, guidance and training
  
- Plans for the term using the IEP and relevant curriculum (i.e. Ontario Curriculum); plans and prepares daily lessons
  
- Establishes and enforces classroom routines and rules that promote classroom discipline and structure
  
- Plays an important role in assessment, creation and teaching of the students' educational goals by;
  - Collaborating with Educational Therapist and Lead Therapist to complete assessments for new students
  - Assessing students learning (ongoing, informal and formal), adjusting and planning lessons accordingly
  - Incorporating ABA strategies under the supervision of the Senior Therapist and in collaboration with the lead therapist
  - Collaborating with Lead Therapist and Senior Therapist to complete Progress Reports, Report Cards and Individualized Education Plans (IEPs) and participating in Progress Meetings and IEP Meetings
  
- Supports and assists with the day-to-day happenings in the classroom/group in order to ensure the program runs as smoothly as possible by;
  - Playing an active role in program implementation: delivering instruction to students, assessing motivation, preferences and effectiveness of reinforcers, participating in classroom planning, organizing activities, gathering and preparing teaching materials etc.)
  - Working collaboratively with the Lead Therapist to ensure that the classroom setup, structure and lesson plans foster optimal programming for the students based on their individualized program goals
  - Seeking support, guidance and clarification from the Lead Therapist as needed
  
- Maintains daily accurate and up to date attendance records
  
- Actively participates in:
  - Regular supervision meetings with the Principal
  - Regular brainstorming meetings with the Senior Therapist
  
- Communicates regularly with parents/guardians regarding curriculum and learning related questions and concerns (at pick-up or via Class Dojo)
  
- Participates in Progress Meetings and Student Education Plan Meetings as directed

- Actively engages in behaviours that increase the job satisfaction of their team of Educational Therapists including;
  - Developing a trusting, positive and supportive professional relationship with each of their team members
  - Regularly checking in with team members to discover what can be done to increase job satisfaction and ease workload and facilitating changes whenever possible
  - Providing ongoing support (i.e. stepping in if an Educational Therapist is having difficulties, modelling teaching skills, providing constructive feedback, debriefing at the end of the session, following up/checking in).

We proudly provide all new employees with ample training, support and encouragement as they start transition onto our team at Aspire Academy.

If you are interested in applying for this position, please or email your resume and cover letter to [academy@insideaspire.com](mailto:academy@insideaspire.com) or attend one of our upcoming job fairs. We will happily reply to, meet with and interview suitable candidates!