



Circle of Seasons Charter School

A member of the Alliance for Public Waldorf

2024-25 School Year

Position: Waldorf Pedagogical Lead/Coach - Grades K-8

Circle of Seasons Charter School, a Public Waldorf Methods Inspired School, seeks a well-qualified, experienced **Waldorf Pedagogical Lead/Coach, Grades K-8** for the 2024-2025 school year.

Circle of Seasons is a public Waldorf Inspired K-8 school located on a 35-acre wooded campus, overlooking the beautiful Lehigh Valley. In close proximity to both outdoor recreation opportunities (less than 15 miles from the Appalachian Trail and 12 miles from local skiing), the Lehigh Valley offers robust art, music, theater, restaurant, and social amenities. An asset to our community, Circle of Seasons offers Waldorf education in the public setting with excited and committed families from all over the Lehigh Valley and beyond.

At Circle of Seasons, we recognize the value, importance, and challenges that come with attracting and meeting the needs of diverse populations. Candidates for consideration should be enthusiastic, joyful, warm and motivated. We value candidates that possess a deep understanding of child development and a caring disposition. We are eager to welcome to our team a colleague committed to building strong collegial and family relationships and one who is committed to self-development.

In addition to the Pennsylvania state standards, our curricular experiences include in-depth and rigorous educational expeditions covering all academic content areas, in addition to unique specialist classes which include: Fiber and Fine Arts, Woodworking, Games and Movement, Gardening, Music, German, French, and Spanish. Our faculty engages in ongoing professional development, working collaboratively and individually to develop skill in designing instruction and creating classroom experiences that build and foster caring learning communities.

The Pedagogical Lead serves as the steward for school-wide Waldorf pedagogy. The Pedagogical Lead guides and coaches individual teachers and teaching teams in Public Waldorf education practices, curriculum, and concepts. The Pedagogical Lead helps the continued development of the Circle of Seasons Pennsylvania Common Core standards-aligned curriculum in conjunction with teaching teams. They train grade level teams on Waldorf instructional methods within this standards-aligned curriculum framework. The Pedagogical lead oversees the coaching and development of educators and staff, both new and seasoned, at Circle of Seasons in Waldorf Pedagogy. They oversee the organization and delivery of needed teaching resources related to Waldorf pedagogy, coordination of outside training to meet professional development needs surrounding Waldorf education and the implementation and development of school-wide public Waldorf family/parent education programming. The Pedagogical

Lead will undertake key parts of the COS strategic Plan in conjunction with other school leaders and committees and may be asked to report on progress at the monthly Board of Trustees meetings.

Qualifications:

- Waldorf training and experience teaching multiple grades in a Public Waldorf school
- Demonstrated enthusiasm for and knowledge of Public Waldorf Education with a demonstrated intention to deepen knowledge and understanding
- Pennsylvania Teacher Certification in Elementary Education and/or Middle Grades desired
- 5 years or more of teaching experience in an interdisciplinary setting required; completing a multi-year loop preferred
- Waldorf teacher certification preferred
- Bachelor's degree required
- Master's Degree or higher preferred
- Dedication to excellence in teaching and experience with creating and implementing professional development
- Capacity to represent the school's mission, vision, core values, and curriculum to both new and existing staff
- Confident leadership presence including strong social and communication skills and capacity to collaborate, delegate, and resolve conflicts effectively
- Proven ability in effectively working and collaborating with staff new to Circle of Seasons
- Excellent organization, time management, writing, and computer skills

Responsibilities include but are not limited to:

- Continued development of Public Waldorf programming for COS grades K-8
- Coordinate K-8 teaching staff in the continued mapping and development of our Circle of Seasons Public Waldorf, PA State Standards aligned curriculum
- Support all aspects of school-wide Waldorf pedagogy understanding and development for teachers
- Hold high standards for the continued development of curriculum that integrates Pennsylvania Common Core Standards with art, movement, and experiential learning
- Coach teachers in facilitating interdisciplinary instruction that is inclusive of all learners
- Participate in ongoing professional development in both Waldorf Pedagogy and instructional best practices
- Maintain a positive professional environment that is safe, joyful, and nurturing for both staff and students

Personal Qualities

1. Teamwork-oriented/collaborative
2. A model of integrity
3. An effective communicator
4. Approachable
5. Creative and innovative
6. Student-oriented
7. Able to build trust and rapport
8. Resilient
9. Flexible and positively responsive to change

School business hours are 8:00 - 4:00 Monday through Friday; however administrative roles often mandate working beyond these set hours. The Pedagogical Lead is expected to participate in all meetings, open house events, school festivals and gatherings outside of these hours.

The starting salary for this position is \$48,000 and includes participation in the 403b retirement plan and healthcare benefits. Background clearances, physical examination and TB test will be required.

Ideal candidates will have a passion for Public Waldorf education, a love for working with children, strong self-direction, openness to or strong inclination for the arts, and developed sense of themselves as educators working with children.

Please forward a letter of interest, resume, and statement of your personal philosophy of education to Human Resources at hr@circleofseasons.org

Equal Opportunity Policy:

Circle of Seasons Charter School is a public school under the Supervision of the Commonwealth and equal opportunity employer. Circle of Seasons Charter School fully supports a policy of equal employment opportunity in all job classifications and this encompasses recruitment, selection, assignment, promotion, transfer, dismissal, compensation, and training of all personnel.

The Pedagogical Lead Reports To: Assistant Principal**Term**

All staff have a one-year contract open for renewal.

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Academic Responsibilities

1. Possess proficiency in and uphold tenets of Public Waldorf education
2. Mentor and support staff to ensure educational program aligns both with Public Waldorf education and Common Core standards and assessments

Organizational Responsibilities

1. Collaborate to ensure development of COS Curriculum Frameworks
2. Engage in one-on-one coaching with new teaching staff
3. Engage in supportive informal classroom observation of all teaching staff for coaching purposes (not evaluative)
4. Organize collaboration time for teaching staff to engage in planning and preparing for blocks with Pedagogical Lead's support
5. Share and seek additional curricular materials and teaching resources for staff
6. Develop and coordinate COS Public Waldorf 101 modules to educate staff, board, and families
7. Support staff self-study committees in pursuit and maintenance of fulfillment of Public Waldorf Charter School designation
8. Support annual literature circles around Alliance for Public Waldorf Core Principles
9. Collaborate with leadership team to maintain and strengthen universal community norms and programming
10. Contribute to long-term and strategic planning regarding COS Public Waldorf program
11. Participate in committees as needed to support furthering of mission, vision, and COS strategic plan

Student Support

1. Support Public Waldorf instruction is differentiated and individualized to reflect diverse needs of students in all coaching relationships

Personnel Management/Staff Support

1. Support new teachers in improving Public Waldorf instructional practices by aiding in block planning, integrating lessons and standards across disciplines, developing student-centered projects and programs, and offering peer modeling/coaching opportunities in regards to classroom instruction
 - a. Public Waldorf teaching & learning: Assist teachers in brainstorming, writing, documenting, coordinating, presenting, observing, monitoring and assessing Public Waldorf teaching & learning in the classrooms
2. Work with classroom teachers to develop Public Waldorf teaching & learning protocols, including continued development of the COS Curriculum Frameworks, evolving the COS block (expedition) unit format, and establishing a bank of human and physical resources to help teachers design lessons

- 3. Collaborate with classroom teachers (teaching side-by-side, modeling, etc.), assisting teachers to provide head, heart, and hands-focused experiences that promote individualized, student-centered creativity and exploration within the Public Waldorf classroom
- 4. Provide support in facilitating learning in natural settings on and around our outdoor campus
- 5. Support/coach new staff in all areas of teaching expectations and relevant elements of school culture (i.e. greeting and classroom design expectations, outdoor recess and play norms, etc.)
- 6. Collaborate to provide professional development in Public Waldorf practices

School Culture and Communication

- 1. Possess proficiency and uphold tenets of Responsive Classroom and/or Developmental Designs, and coach and support faculty and staff in attainment of proficiency in Responsive Classroom
- 2. Represent the COS mission, vision, core values, and curriculum to staff

Pedagogical Lead
Oversight of Curriculum Framework Development
Oversees 1:1 Coaching of New Staff
Coordinates Informal Observations of all teaching staff for coaching purposes
Collaborates to develop and lead Public Waldorf 101 modules
Contributes to self-study committees
Oversees Annual Literature Circles focused on Alliance for Public Waldorf Core Principles
Provides COS Public Waldorf instructional coaching (all grades)
Contributes to COS Public Waldorf Professional Development for Instructional Staff (all grades)