



## **JOB ANNOUNCEMENT — SUBSTITUTE INSTRUCTOR, YELLOWHAB**

*“For me, it’s almost magical being able to come up with ideas and then have them materialize.”  
- Lonnie Johnson, NASA Engineer and Inventor of the Super Soaker Water Gun*

### **YELLOW’s MISSION**

We will EVEN THE ODDS for all youth through education. We believe the pull of gravity should not change by zip code and that every child deserves an equal opportunity to thrive. YELLOW is a 501(c)(3) headquartered in Virginia Beach and serves children and families in the Hampton Roads community and beyond through a growing national footprint, working to transform education and teach for the future.

### **WHAT MAKES YELLOW DIFFERENT**

We put youth at the center, surrounding them with an ecosystem of supports to realize their unique potential and thrive. At YELLOW, our students see themselves, the world and their futures through the lens of limitless possibility.

**YELLOW** has five priorities to transform education and teach for the future:

- Abolish Remedial
- Revolutionize Teaching
- Inspire Entrepreneurship
- Nourish Youth
- Enlist Communities

### **SEEKING CHANGE-MAKERS**

We are searching for leaders who understand the importance of interrogating the status quo, dismantling inequitable systems and structures, and building up our youth through a persistent vision and hope which shapes the vision of academic success for all students.

YELLOW is redefining education across multiple touch points and has designed a comprehensive educational model called YELLOWHAB. The first YELLOWHAB opened September 2021 in Norfolk, Virginia and currently serves 40 elementary-aged children grades 3rd through 5th. In September 2022, we will increase our reach and serve 60 explorers in grades 3rd through 6th. We will continue to expand our community of micro-schools to serve K-12 students locally and nationally.

### **YELLOW APPROACH**

- **Own the Experience** — As a Substitute Instructor, you will have the opportunity to define and adapt the day-to-day experience at YELLOWHAB. From defining the vision to obsessing over every detail, you will build a transformative experience alongside the YELLOW team to re-imagine a child’s educational experience.
- **Champion the YELLOW Culture** — Groundbreaking educational accomplishments happen more frequently when students and educators enjoy the process of learning. With a strong focus on immersive and collaborative learning, YELLOW works to build up the individual and communal identity of all children and adults alike.

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- **See Possibility** — Believe that every student can learn, in their time, in their way. At YELLOWHAB, students will be the change-makers, the innovators, the future. They'll all be on a different journey and arrive at their destinations at staggered intervals. You will give students an opportunity to do meaningful and real work, as well as multiple chances to celebrate their own contributions. You will build their self-esteem and self-efficacy.
- **Implement the Future** — Implement a contextually and culturally relevant future-ready curriculum and assessment methodology. Our competency-based approach customizes every learner's journey, and our "Work the Problem" methodology is an innovative and creative process to approach challenges. Students will explore and frame problems with understanding and work towards solutions with a balance between divergent thinking and disciplined execution. This mindset applies to our leadership as well.
- **Be a Servant Leader** — Inspire students, families, the community, and the whole team by working and learning alongside them. Build a rich community for all adults and students, where big ideas thrive and take hold in the real world.
- **Value Life-Long Learning** — Leaders are constantly reflecting and thinking about ways to improve practices. Modeling the importance of lifelong learning is critical for your team and for students to see and value.
- **Embody Anti-Racist Leadership** — Represent the ideals that YELLOW stands for and embrace the unique possibility in each individual. Through reflection and action, commit to ongoing study, collaboration and community building to stay cognizant of racial issues and demonstrate actions that reflect the realities. Focus on doing things that are good for oneself, each other, and the world.

## YELLOWHAB SUBSTITUTE INSTRUCTOR JOB SUMMARY

Under the direct supervision of the Site Director, the YELLOWHAB Substitute Instructor will ensure high quality instruction and an equitable and positive educational experience for all students. Working alongside teaching staff to fill in and support the improvement of student-centered instruction is at the core of this work. The YELLOWHAB Substitute Instructor must cultivate positive relationships with students, colleagues, and families.

Successful candidates for the YELLOWHAB Substitute Instructor will be independent thinkers, collaborative leaders, and creative problem solvers with a passion for serving youth and families for whom opportunities to thrive in life have not been equally distributed. Successful candidates will be confident amidst change and excel in the challenge of positive disruption. They will view education, learning, and the teaching profession through a future-focused lens and prepare to be different.

## SUBSTITUTE INSTRUCTOR ROLES AND RESPONSIBILITIES

- Embodies the YELLOW priorities of Abolish Remedial, Revolutionize Teaching, Nourish Youth, Inspire Entrepreneurship, and Enlist Communities in all work activities and actions for the purpose of creating an environment where students are successful.
- Become familiar with all rules and procedures of the school, including any additional documents provided on the day of the job
- Provide a highly collaborative approach to teaching and learning.
- Delivers instructional activities that facilitate active learning experiences.
- Follow the plans and instructions provided by the teacher.

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- Assist with additional duties such as hall monitoring, lunch distribution and clean up, transportation supervision, supervision of students, and/or class coverage.
- Leave a brief statement of progress for the teacher upon completion of the sub term.
- Ability to work with professionalism, discretion, sound judgment, equity, honesty and personal accountability at all times.
- Establishes and maintains a positive, culturally responsive classroom culture to achieve a collaborative learning atmosphere that honors the unique lived experience of each student.
- Stay up to date and proficient in new and current teaching strategies and methods.

*(Roles and responsibilities listed above are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)*

## OTHER DUTIES

- Participates in various student and family activities which occur in school including PTA, student clubs and after-school activities if necessary.
- Creates an effective learning environment through functional and engaging displays, bulletin boards, and activity/learning centers.
- Performs any other related duties as assigned by the Site Director or other appropriate members of the leadership team.

## SUBSTITUTE INSTRUCTOR QUALIFICATIONS

- At least 60 credit hours of college study completed.
- At least 1 year of teaching experience or teaching internship/externship is strongly preferred.
- Experience in working with school age children.
- Experience in building a culture focused on youth-centered ecosystems.
- Experience with implementing competency-based learning models (highly individualized and customized instruction) strongly preferred.
- Critical thinking skills.
- Willingness to teach a diverse group of students.
- Effective decision-making, time management, and communication skills.
- Possesses active listening and public speaking skills.
- Knowledge of pedagogical techniques and strategies.
- Computer and systems skills (Student Information Systems, Learning Management Systems, Microsoft Office Suite, Google Workspace and other educational apps and platforms).
- Effective written and verbal communication skills.

## COMPENSATION & BENEFITS

This is a part-time hourly position.

## HOW TO APPLY TO YELLOW



Email your cover letter and resume to [careers@teamyellow.org](mailto:careers@teamyellow.org). Please include your name and the position for which you are applying in the email subject line (*i.e. Subject: Substitute Instructor - John Doe*). Learn more about YELLOW at [www.teamyellow.org](http://www.teamyellow.org).

#### **EEO STATEMENT**

YELLOW is committed to providing equal employment opportunities to all applicants and employees without regard to age, ancestry, color, religious creed (including religious dress and grooming practices), denial of family and medical care leave, disability (mental and physical), including HIV and AIDS, marital status, medical condition (cancer and genetic characteristics), genetic information, military and veteran status, national origin (including language use restrictions), race, sex (including pregnancy, child birth, breastfeeding and medical conditions related to pregnancy, child birth or breastfeeding), gender, gender identity and gender expression, sexual orientation, being a victim of domestic violence, sexual assault or stalking, or any other protected status in accordance with all applicable federal, state and local laws. YELLOW is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

Thank you for your interest in **YELLOW!**