



JOB ANNOUNCEMENT — MIDDLE SCHOOL NUMERACY 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

LOCATION: Norfolk, Virginia

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 support to realize their unique potential and flourish. At YELLOW, our students see themselves, the world, and their futures through the lens of limitless possibility.

JOB SUMMARY

Under the direct supervision of the Site Director, the YELLOWHAB Numeracy Instructor will ensure high quality instruction and an equitable and positive educational experience for all students. Working with colleagues to design, evaluate and improve student-centered instruction is at the core of this work. The YELLOWHAB Numeracy Instructor must cultivate positive relationships with students, colleagues, and families.

Successful candidates for the YELLOWHAB Numeracy 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.

VALUES

The Values of YELLOW guide our decisions and behaviors. They include:

Belonging: We are Human-Centered. We honor and respect the lived experiences that shape identities and strengthen self. We cultivate frameworks that center equity, empathy and collective solution-building to support our communities.

Critically Conscious: We are Catalysts. We are committed to collaborating with all stakeholders to recognize, analyze, and disrupt systems of inequity.



Culture of Creativity: We are Creators. We value diverse perspectives to collectively incubate, implement, and iterate ideas to keep pushing us toward innovation.

Community+: We are an Ecosystem. We believe the community is the classroom, where mutuality and genius is nurtured and legacies are built.

Future Forward: We are Galvanizers. We believe in sharing resources, thinking, and practices to provide sustainable solutions to local, national, and global challenges as we break the norms in learning and EVEN THE ODDS for future generations.

YELLOW APPROACH

- **Own the Experience** — As a Numeracy 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.
- **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.



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.
- Provide a highly collaborative approach to teaching and learning.
- Plans, prepares and delivers instructional activities that facilitate active learning experiences.
- Incorporates goals, competencies and objectives into lesson plans in ways that directly apply to the student's life.
- Collaboratively creates lesson plans with project-based assignments that are engaging, educational and exciting for the students. Create course-wide performance goals for every student in class.
- Provides feedback on in-school and at-home work regularly to keep students updated on how they are doing.
- Identifies students who are struggling with learning, emotional problems, or situations at home, and connects with school leadership to find them the resources they need.
- 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.
- Evaluates academic and social growth of students, prepares student growth reports, and keeps appropriate records to include attendance reports, checklists, forms, and other recordkeeping activities.
- 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

- Maintains professional competence by attending staff development programs, curriculum development meetings and other professional activities.
- Participates in various student and family activities which occur in school including PTA, student clubs and after-school activities.
- 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.

WHY YELLOW?

- Competitive full-time salary commensurate with experience
- Employer pays 100 % of health, dental, and vision care coverage



- Weekly Early Dismissal Day for Professional Development and Teacher Planning
- Quarterly Parent-Teacher Conference Days (Asynchronous Days for students)
- Designated professional development for individual professional growth
- Low student to educator ratio
- Classroom supply ordering budget
- Monthly Community Learning Experience (Field Trips) to support instruction
- Opportunities to build a curriculum for your content area
- YELLOW Issued MacBook
- Partial phone stipend
- (2) Paid Wellness Days a Year used at the discretion of the employee
- Annual paid Teacher Workdays
- Various paid holidays

NUMERACY INSTRUCTOR QUALIFICATIONS

- Bachelor's degree or higher (preferred).
- At least three (3) years grades 5-8 math teaching experience is strongly preferred.
- Experience in working with school age children.
- Teaching or industry experience within a Math related field.
- 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 build and support a learning environment from the ground up, as well as 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.

CHARACTERISTICS

Passionate about education and youth empowerment.

Innovative thinker and problem-solver.

Collaborative and team-oriented mindset.

Adaptable and open to feedback.

Committed to YELLO's mission and values.

Advocates for equal opportunities, recognizing that every child deserves an equal chance to thrive, regardless of zip code.



Dedicated to building an environment where students are surrounded by support and encouraged to see the world through the lens of limitless possibility.

COMPENSATION & BENEFITS

This is a full-time salaried position with competitive benefits.

HOW TO APPLY TO YELLOW

Email your cover letter and resume to **careers@teamyellow.org**. Include the position you are applying for in the subject line. Applications will be reviewed on a rolling basis until the position is filled.

We are committed to creating a diverse work environment and are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Learn more about YELLOW at www.teamyellow.org.