



# North Cross School

## **SUBSTITUTE TEACHER**

**About North Cross School:** North Cross School is an independent, nonsectarian school serving students in early childhood through 12th grade from across the Roanoke Valley, the region, and the world. Our mission is to inspire a community of intellectually curious learners to think critically, act with integrity, and lead with courage. Serving 603 students, including an international boarding program with students from over 15 countries, North Cross boasts a strong reputation for its academic program and robust arts and athletic programs. Foundational to the North Cross experience are the school's mission and Honor Code. Beginning in the 2024-2025 school year, North Cross has embarked on an ambitious and exciting strategic plan which elevates student-centered learning and a student-led culture. We seek candidates who possess a growth mindset for teaching and learning and who believe in the importance of fostering joyful and transformative learning experiences for all students.

**Position Summary:** The Substitute Teacher is responsible for providing high-quality, engaging instruction, and maintaining a positive, orderly classroom environment when the regular teacher is absent. This role is crucial for ensuring continuity of learning and student safety. Substitutes must be adaptable, professional, and capable of following pre-planned lessons while managing diverse student needs and classroom dynamics across various grade levels and subjects.

### **What You'll Do:**

- Follow the absent teacher's lesson plans and instructional materials thoroughly and effectively, ensuring educational objectives are met.
- Maintain a positive, safe, and productive classroom environment, adhering to all school and district policies regarding student conduct and discipline
- Actively supervise students in the classroom, during lunch, recess, and other assigned non-instructional periods.
- Provide individualized or small-group support as necessary, managing student behavior to maximize time on task
- Document student progress and any critical incidents in writing for the returning teacher, administrator, and/or parent communication



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- Adhere to all professional standards and ethics and maintain confidentiality regarding students, staff, and school matters
- Execute necessary administrative tasks such as taking attendance, collecting student work, and adhering to emergency protocols

### **Who You Are:**

- Kind, caring, and patient towards our littlest learners to our studious seniors
- Ability to create engaging group/individual learning experiences
- Ability to adapt to different learning styles
- A genuine passion for education and helping students succeed
- Demonstrate strong listening, communication, and interpersonal skills
- Thrive in a collaborative and dynamic team setting
- Maintain confidentiality and professionalism at all times
- Be passionate about student development and well-being

### **Tools, Equipment & Machines for the Job:**

- Typical classroom supplies. This will include but is not limited to: computers, calculators, writing instruments, instructional boards, projectors, ipads, etc.

### **Work Environment & Physical Requirements:**

- Work occurs indoors in an office environment, but is not limited to moving around campus and being outside on occasion
- Must be able to lift a minimum of 10 pounds
- Clear vision at 20 inches or less
- Normal hearing requirements
- Perform minimal physical activities that require use of arms, legs, and moving your whole body for standing, walking, sitting, bending, grasping, stooping, or kneeling
- No criminal background or history of drug/alcohol abuse; subject to background check

**Join Our Community:** If you are a high-achieving professional who is passionate about supporting the growth of upper school students, we encourage you to apply! North Cross offers a competitive compensation package and a supportive work environment.



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**To Apply:** If you wish to apply, please submit a cover letter and resume to Ashley Turner in Human Resources, [aturner@northcross.org](mailto:aturner@northcross.org)