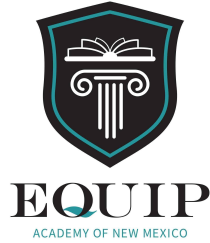


K-1 LEAD TEACHER



Educator Job Description

Equip Academy of New Mexico seeks mission-driven educators passionate about making a measurable difference in the lives of New Mexican children. Our teachers embrace a growth mindset, are relentless in perfecting their craft, and are dedicated to fostering student achievement. Through the Institute for Educator Excellence, we invest in our teachers with daily coaching, feedback, and professional growth opportunities, supporting them in reaching master-teacher status. As facilitators, our teachers guide inquiry-based learning, encouraging students to think critically, explore their curiosities, and develop independence. With a commitment to equity and excellence, we provide a transformative K-5 education that honors and challenges the whole child, fostering a love of learning through a rigorous, literacy-rich curriculum. Join us in equipping underserved populations with the skills and knowledge to achieve their full potential.

At Equip Academy of New Mexico, we are on a mission to ensure every student achieves reading proficiency and academic success. Our ideal educators are deeply committed to this goal, embodying the belief that **every student can succeed** with the right support.

As a teacher at Equip Academy, you will join a team that values **teacher readiness** as the foundation for student achievement. Through rigorous preparation and collaboration, we empower educators to deliver high-impact instruction.

We foster a growth-oriented culture where **feedback is embraced as a pathway to excellence**. Teachers at Equip Academy are eager learners, continuously refining their craft to better meet the needs of their students.

If you're passionate about student success, committed to professional growth, and ready to be part of a dynamic team, Equip Academy is the right place for you.

Mission

By providing a top-tier, inquiry-based, college-preparatory education, Equip Academy of New Mexico ensures K-5 students master the knowledge and skills to dream audaciously, engage deeply, and pursue a life of purpose.

Vision

Every child has the opportunity to live out their greatness; our commitment is to equip them to do so. Our joyful, engaging, high-expectations approach prioritizes measurable academic learning, celebrates student curiosity and community, and reimagines what a successful, literacy-rich K-5 school can be.

Values

- **Excellence.** We strive for excellence in all we do.
- **Question.** We question until we understand.

- **Urgency:** We move with purpose, urgency and intentionality.
- **Independence.** We are critical and independent thinkers.
- **Partnership and Perseverance.** We believe in the trifecta of success: Students + Teachers + Families = Student Maximum Potential AND We don't give up. We embody perseverance by adopting a growth mindset and can-do attitude.

Professional Responsibilities

- Develop and teach engaging lessons that follow rigorous, Common Core-aligned curriculum
- Actively participate in collaborative planning, professional development (Wednesday afternoons, full day PDs, and three-week Summer Institute), and actively work to internalize lessons, incorporate feedback, and be prepared at a high level for every class every day
- Accept ultimate responsibility as the academic and cultural leader of their classroom and ensure academic progress of his or her students and support Instructional Assistant (if applicable)
- Use formal and informal assessment data to drive instruction and ensure student mastery of standards
- Build and center community and belonging for all students while simultaneously holding accountability
- Establish and maintain frequent and clear communication to ensure strong relationships with staff, students, and families
- As a founding educator, be able and willing to wear multiple “hats” and roles and responsibilities, such as, but not limited to, morning, lunch, and dismissal duties

Minimum Qualifications

- Equip Academy Mission and Vision alignment
- Bachelor's degree required
- New Mexico state teaching licensure in Elementary Education required
- Eager to learn, receive, utilize, and implement feedback to improve practice
- Growth mindset, grit, and determination for self and students
- Relentless drive to set/achieve ambitious goals especially toward closing achievement gaps
- Strong collaboration and teamwork skills
- Bilingual (English/Spanish) (preferred)
- Criminal background clearance required
- Authorization to work in the United States

Competitive Compensation

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Equip Academy of NM is committed to pay a competitive rate that is greater than the teacher salary scale that is finalized when the New Mexico state legislature releases its statewide budget this spring and depending on years of teaching experience and licensure level.

Benefits

- Educational Retirement Board contributions
- Opportunity to contribute to a 403(b)
- Medical, dental, vision, and life insurance options
- Fall, Winter, and Spring holidays