



THRIVE AT RYZE

ELEMENTARY TEACHER





COMPANY DESCRIPTION

Ryze Academy is a free public charter school founded to address persistent educational inequities through rigorous instruction, culturally affirming practices, and strong family partnerships. Serving students in grades K–4 and growing to a full K–8 model, Ryze will open in August 2026 to 250 students. Grounded in high expectations, whole-child support, and a deep investment in educator development, Ryze prepares confident, capable leaders ready to thrive and make a difference. At Ryze, we work hard, do good, and commit to making a lasting impact, together.

JOB DESCRIPTION - ELEMENTARY TEACHER

Our teachers at Ryze Academy establish a strong academic foundation from the earliest grades. Instruction is intentional, culturally affirming, and academically demanding, with a clear focus on mastery of grade-level standards. Teachers maintain high expectations for all students, cultivate disciplined learning environments rooted in respect and perseverance, and honor each student’s identity while preparing them for sustained academic success.



KEY RESPONSIBILITIES : INSTRUCTION

- Collaborate through co-teaching to create a structured, engaging, and joyful classroom that drives academic mastery and meaningful student discourse.
- Design and implement rigorous, hands-on learning experiences that allow students to explore, apply, and transfer knowledge while developing problem-solving and critical-thinking skills.
- Deliver standards-aligned mathematics instruction that builds strong conceptual understanding using manipulatives, models, and real-world applications.
- Provide explicit, systematic literacy instruction that develops phonemic awareness, phonics, fluency, vocabulary, and comprehension through interactive and multisensory approaches.
- Implement an ELA curriculum centered on rich, purposeful texts and topics that are relevant, engaging, and culturally affirming.
- Teach science through a knowledge-rich curriculum including geology, astronomy, ecology, and natural cycles, emphasizing inquiry, investigation, and environmental stewardship.
- Teach social studies with an emphasis on America's diverse histories, civic responsibility, and cultural awareness through primary sources, simulations, and collaborative projects.



KEY RESPONSIBILITIES : DATA DRIVEN INSTRUCTION

- Meet regularly with school leadership and instructional coaches to analyze student work and assessment data.
- Use data to refine instruction, differentiate learning, and ensure all students are progressing toward grade-level mastery.
- Implement targeted supports while maintaining high expectations for every learner.

KEY RESPONSIBILITIES : SCHOOL CULTURE, MISSION & CORE VISION

Ryze Academy staff are expected to model and reinforce our mission and core values in daily practice:

- **Grit:** Demonstrate perseverance, resilience, and a commitment to continuous improvement for both students and self.
- **Responsibility:** Take ownership of student outcomes, classroom culture, and professional growth.
- **Optimism:** Maintain a belief in every student's potential and approach challenges with a solutions-oriented mindset.
- **Wonder:** Cultivate curiosity, creativity, and a love of learning through inquiry and exploration.



KEY RESPONSIBILITIES : CULTURE EXPECTATIONS

- Build strong, affirming relationships so students feel seen, supported, and challenged.
- Partner with families as collaborators in student learning and development.
- Engage in ongoing coaching, professional development, and reflective practice.
- Support school-wide responsibilities including arrival, transitions, assemblies, meals, and dismissal.
- Participate in weekly staff meetings to strengthen community, align on goals, and celebrate progress.
- Collaborate with grade-level teams to set academic goals and implement effective instructional strategies.



QUALIFICATIONS

- A proven dedication to nurturing students' academic growth and social-emotional well-being
- A genuine passion for collaboration, working closely with both internal teams and external partners to best serve students
- A self-motivated learner who actively seeks feedback and uses it to continuously improve practice and results.

REQUIRED EXPERIENCE

- Academic expertise in Elementary Education, Humanities, English, Social Sciences, Mathematics or other related fields of study.
- Prior to the start of employment, you must have a bachelor's degree from an accredited college or university. Teacher certification is not a prerequisite for consideration at Ryze Academy in the state of NC, but we do require (a final undergraduate or graduate cumulative GPA of 3.0. All instructional staff will be required to become certified in the state of North Carolina within a reasonable period after beginning employment.

COMPENSATION

- Compensation for this role is between \$45,000 to \$53,000.
- Starting pay is determined using various factors including but not limited to relevant full-time teaching experience, education certifications, and tenure with Ryze Academy.

BENEFITS

- Extensive, best-in-class training and development
- Competitive benefits package including: medical, dental, vision, life, short term disability.
- 403b retirement plan with up to a 4% match.
- Ryze Discounts at many participating local stores and businesses in the triad
- Potential yearly bonuses based on high-level performance.



At Ryze Academy, we believe students and adults thrive in a supportive, welcoming, and affirming environment. We are intentional about building a diverse and mission-aligned team that reflects the communities we serve and brings a wide range of lived experiences, perspectives, and strengths. We value respect, collaboration, and open dialogue as essential to shaping a strong school culture rooted in belonging and high expectations.

Ryze Academy is an equal opportunity employer. We are committed to providing equal employment opportunities to all employees and applicants and do not discriminate or tolerate harassment on the basis of race, color, religion, age, sex, national origin, disability, genetic information, veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local law.

We are also committed to ensuring individuals with disabilities have full access to employment opportunities and benefits, including reasonable accommodations during the interview process and while performing essential job functions. Candidates who wish to request an accommodation may contact our recruitment team.

“Education is our passport to the future, for tomorrow belongs to the people who prepare for it today.”

- Malcolm X

