

# THRIVE AT RYZE



# THE IMPACT

## Mission Statement:

The Mission of Ryze Academy is to empower the next generation of students through rigorous hands on learning that fosters an entrepreneurial mindset and conscious leadership to make a positive impact in their communities and beyond.

Opening in  
High Point, NC  
August 2026

Grades K-4  
(Adding a grade level  
each year until  
full K-8 school)

250 Students  
1 School  
1 Mission

At every level, teachers and staff at RYZE focus on creating a nurturing learning environment that will lead students to successful lives full of opportunities. We promote a whole-child approach to education with social-emotional learning, physical and mental health supports. RYZE is committed to its teachers, ensuring they have the resources and support they need to excel.

The Truth: Staff and Teachers are central to our success as an organization and a core part of our goal to becoming the highest performing K-8 public school system in North Carolina



# RYZE'S VISION FOR TEACHING EXCELLENCE

Teaching holistic excellence is the foundation of student success. Ryze's Vision for Teaching Excellence is our staff's north star as we work to ensure students develop the knowledge, skills, and confidence to become trailblazing pillars of their community.

## CONTENT KNOWLEDGE



Teachers at RYZE are experts in their content areas. They know how to explain ideas in ways that make sense to all students. They help students stay interested, connect learning to real life, and encourage them to think deeply about what they're learning.

## INSTRUCTIONAL RESPONSIVENESS

Teachers use data to engage in a deliberate cycle of internalization, planning, delivery, questioning, feedback, and reflection to move student mastery forward in academic and socio-emotional learning. Teachers are aware of how all students are performing and are able to adapt to meet the needs of students.



## CARE OF STUDENTS & CLASSROOM CULTURE



Teachers use data to engage in a deliberate cycle of internalization, planning, delivery, questioning, feedback, and reflection to move student mastery forward in academic and socio-emotional learning. Teachers are aware of how all students are performing and are able to adapt to meet the needs of students.

## TEACHER LEADERSHIP

Teachers at Ryze are continuous learners and seek out feedback and development opportunities while also being self-reflective about their own practice. Teachers apply an entrepreneurial mindset daily, with flexibility and a problem-solving approach to persist through challenges. Teachers have a deep understanding of their own identity, mindsets, and biases, using this insight to inform their teaching and professional relationships.



# The Difference at RYZE

High Point, North Carolina



*"You can't be who  
you can't see."*

*-Marian Wright Edelman*

*Ryze Academy exists to educate and support students in the Triad who have historically had limited access to high-quality educational opportunities. Our work is grounded in excellence, equity, and justice.*

## **Our Beliefs:**

---

- We believe every student deserves learning experiences that are challenging, meaningful, and joyful, led by talented educators who CARE and who support academic success while helping students feel seen, valued, and connected.*
- We believe students are most successful when they are supported by a strong community of adults who champion and advocate for them by believing in their potential.*
- We also believe our communities are strongest when public schools are diverse, driven by purpose, and firmly committed to doing what is best for students.*

# PROFESSIONAL DEVELOPMENT



Ryze Academy is deeply committed to the growth, support, and sustainability of our teachers and staff. We believe that investing in educators is one of the most powerful ways to drive student success. Through intentional coaching, collaboration, and leadership development, Ryze ensures teachers have the tools, support, and space they need to thrive and make a lasting impact on student achievement.

## **Key elements of RYZE Academy's professional development model include:**

- Embedded coaching and support from school leaders, and instructional experts. Every teacher receives ongoing, school-based coaching from a member of the leadership team who is directly responsible for their growth and success - driving school culture and school success.
- Protected time weekly for grade-level and content-area collaboration, lesson planning, and data reflection.
- Multiple school-based professional development days focused on instructional excellence, culturally responsive teaching, and continuous improvement.
- Intentional time for rest, reflection, and sustainability, including extended holiday breaks, to support educator well-being and long-term effectiveness.
- Clear leadership pathways and growth opportunities, including grade-level leadership roles, mentorship of new teachers, instructional innovation projects, specialized training in areas such as special education and personalized learning, and support for advanced degrees and certifications



# BENEFITS



We're committed to providing strong and intentional benefits to our teachers and staff.

Elements of Ryze's Benefits Package:

- All full time employees will be offered a 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
- School Calendar designed to maximize sustainability
- Organizational culture committed to fostering teams that are successful, ambitious, intentional and full of joy

# QUALIFICATIONS



- Bachelor's degree (Required)
- Commitment to working with students from communities with limited access to quality educational opportunities (Required)
- At least two years of teaching experience in a classroom setting or education degree with student teaching experience (Required)
- A NC teaching license (Preferred)
- Bachelor's degree in content area (Preferred)
- Experience/strength in content area (Preferred)



# Requirements & Additional Information



- While students receive instruction from 7:30 am-3:00 pm, RYZE teachers are on duty in school Monday through Friday from 7:00 am to 4:00 pm.
- Perform clerical duties, as required, relating to textbooks, instructional supplies, student reports and records, attendance reports, etc.
- Perform morning, lunch, and afternoon duties as assigned.
- Full time employees are employed and compensated all 12 months of the year.
- Pass all required background check requirements under the School Safety Omnibus Amendment Act of 2018.
- Additional responsibilities may arise during the school year. This could include but not limited to: attending staff and student field trips, open houses, family-teacher conferences, and other events involving parents and students as needed. We will communicate them to all employees with as much notice and flexibility as possible



# HOW TO APPLY

To apply to work at Ryze Academy, you must submit your most updated resume and cover letter, expressing interest to [info@ryzecharter.org](mailto:info@ryzecharter.org). A member of our recruitment team will reach out.



*We may check references at any point during the selection process. We will be proactive in communicating with you when/if we are planning to reach out to your references*

## 2025-2026 Positions Available

- Lead Kindergarten Teacher (2)
- Kindergarten Assistant Teacher (2)
- Lead First Grade Teacher (1)
- First Grade Teacher (1)
- Lead Second Grade Teacher (1)
- Second Grade Teacher (1)
- Lead Third Grade Teacher (1)
- Third Grade Teacher (1)
- Lead Fourth Grade Teacher (1)
- Fourth Grade Teacher (1)
- Exceptional Children's Director (1)
- Exceptional Children's Teacher (1)
- Administration Assistant (1)
- Curriculum and Testing Coordinator (1)
- Guidance Counselor (1)
- Support Interventionist (2)
- Bus Driver (2)
- Enrichment Teacher (3)