

Google Snippet? - “Explore teaching jobs in Denver and Aurora with DSST Public Schools, Colorado’s top-performing charter network. Learn about teacher residencies, licensure pathways, and education careers that change lives.”

DSST Careers Page Wireframe

Hero Section

[Background: large banner photo or looping video of students + staff]

Headline (big, bold, centered):

Join Colorado's Top-Performing Public Charter Network

Sub-headline (mission-driven):

At DSST Public Schools, we are proud to achieve transformational results for our 7,500+ students — 97% of whom attend a Green (top-rated) school. Just as important is how we achieve them: values-centered, human-focused, and together. We invite educators and leaders who share our belief that there is more in us — more brilliance, more courage, more possibility — to join us.

CTAs (4 buttons - keep circles):

[\[Introduce Yourself to Our Talent Team!\]](#) [\[Apply Now\]](#) [\[Refer a Friend\]](#)

Our Impact

- **100%** – College or Post-Secondary Program Admittance for Graduates
- **15 of 16** – Schools Rated Green on 2024-25 SPF
- **9 out of 10** – DSST families would recommend DSST to a friend
- **95%+** – Staff say their managers check in regularly and care about them as people
- **1,000+ staff members serving 7,500+** – Students Across Denver & Aurora

These results tell part of our story. See how DSST students and educators are making a lasting impact across Denver and Aurora.

 [Explore Our Impact →](#)

Who We Are

At DSST, our team includes new graduates, career changers, and experienced educators. Whether you're just starting out or bringing years of expertise, **DSST is a place to grow, lead, and make a lasting impact.**

We believe diversity of perspectives, identities, and experiences makes us stronger. Together, we strive to build a workplace where every person is known, affirmed, and empowered to contribute meaningfully to our students, communities, and the world.

If this feels like the community you've been looking for, explore our roles and join us!

Find Your Role at DSST

Every role at DSST helps transform lives. Whether you're leading a classroom, supporting student well-being, or driving our schools forward, your work will make a lasting impact.

We post roles for the upcoming school year on **November 1st** and do the majority of our hiring between **January and March**. All positions are filled on a rolling basis, so we encourage candidates to apply early **for the best chance at their preferred role.**

[\[Becoming a Teacher\]](#) [\[Experienced Teachers at DSST\]](#) [\[School Leadership Opportunities\]](#)

(each tile expands to reveal a short blurb + "See Openings" button)

DSST Apprentice Teacher Program Start your teaching career with hands-on experience, mentorship, and full pay from day one.	Lead Teacher Roles Create rigorous, joyful classrooms where students thrive.	School Leadership Roles Empower teams, grow great teachers, and build joyful, high-achieving schools.
Paraprofessionals Support students with disabilities through 1:1 and small-group instruction that helps every learner meet their goals.	School Social Workers, School Psychologists, & Counselors Be a leader in DSST's Whole Child Wellness initiative by partnering with educators to nurture students' wellness, belonging, and readiness to learn.	College Success Team Walk alongside students as they discover their passions and take the next step after DSST.
Front Office Positions Welcome families, support daily operations, and build	Community Engagement & Recruitment Managers (CERM) Drive student recruitment and	Home Office Roles Serve our schools across strategy, operations, and

<i>community in a bilingual, inclusive school environment.</i>	<i>family engagement to grow and strengthen DSST's school communities.</i>	<i>mission-driven teams</i>
Substitute Teach at DSST <i>Gain classroom experience, build relationships, and explore a future teaching career with DSST.</i>	Sports Coaches <i>Help students grow on and off the field through teamwork, leadership, and school pride.</i>	Intern, Student Teacher, or do your Field Experience hours with DSST

Don't See What You Are Looking For?

We're always excited to meet mission-driven educators and professionals who want to make an impact at DSST.

If your dream role isn't currently posted — or you're not sure which position is the best fit — we still want to hear from you. Submit a general application to join our Talent Pool, and our team will connect with you when a matching opportunity opens.

[\[Apply to the DSST Talent Pool\]](#)

The DSST Difference: Our Quantum 5 Culture

At DSST, we know that great schools are built by thriving educators. That's why we invest in the *whole person* through our **Quantum 5 Culture** — five commitments that ensure every team member feels supported, valued, and equipped to grow.

[\[Learn More About DSST's Quantum 5 Culture →\]](#)

Considering a move to Colorado?

Visual: Colorado mountains + a classroom photo overlay.

Colorado is one of the most desirable places to live and work — and at DSST, we make your move not just possible, but exciting. Whether you're coming from across the country or around the globe, we offer relocation support, visa sponsorship opportunities (J-1 Program), and a welcoming community to help you feel at home in beautiful Colorado.

- **Icon + Text Blocks (4–5, scannable): What we love about living & working in Colorado:**
 - **Outdoor Living:** 300 days of sunshine, mountains, hiking trails, and ski slopes in your backyard.
 - **Thriving Cities:** Denver & Aurora offer arts, food, and diverse communities.

- **Go Team!** We've got sports! We love cheering on the Broncos, Avalanche, Nuggets, and Rockies.
- **Music Culture:** [local info] And we love catching our favorite bands when they play at Red Rocks.

Relocation Bonus Policy

J-1 Teacher Program at DSST

DSST has intentional onboarding resources and experiences to help you explore your new community and make connections

[[link to FAQ](#)]

[[Learn More →](#)]

[[Introduce Yourself to Our Talent Team!](#)]

[[Apply Now](#)]

[[Refer a Friend](#)]

MODAL TEMPLATES

DSST Apprentice Teacher Program

A paid, full-time pathway into teaching. Gain real classroom experience, one-on-one mentorship, and your Colorado teaching license—all while earning a salary and making an impact from day one.

As an Apprentice Teacher, you'll co-lead classes with an experienced mentor, receive weekly coaching, and build the skills to step confidently into a lead teacher role at DSST.

"The coaching and mentorship I've received as an Apprentice Teacher has been incredible. I'm learning every day and already feel part of something bigger."

— Victor, DSST Apprentice Teacher

👉 [[Learn More About the Apprentice Teacher Program](#)] [[See Current AT Openings](#)]

Teach at DSST

Rigorous, joyful classrooms. Real-time coaching, collaborative planning, and career growth built in. At DSST, teachers receive high levels of support so they can deliver their best for students every day.

Roles include:

Special Education • English Language Development • Literacy Intervention • Math • Science • English Language Arts • Social Studies • Spanish • STEM Electives (Computer Science, Engineering, etc.) • Creative Core (PE, Art, Theater, etc.)

Interested in earning your Special Education license?

Experienced teachers can apply for DSST's **ASPIRE Scholarship**, a cost-free pathway to become fully licensed in Special Education while continuing to teach.

[[Learn More About the ASPIRE Scholarship](#) →]

[[Learn More About Teaching at DSST](#)] [[See Current Teacher Openings](#)]

School Leadership at DSST

Lead with purpose. DSST school leaders build joyful, data-driven communities where teachers thrive and students achieve at the highest levels.

As a DSST leader, you'll coach and develop teachers, shape school culture, and ensure every student feels known, supported, and challenged. You'll join a collaborative network of leaders committed to equity, growth, and belonging.

Roles include:

School Director • School Director in Training (SDiT) • Associate School Director • Campus Director of Curriculum & Instruction (Humanities, STEM, or Intervention) • Director of Campus Operations (DCO) • Dean of Students • Campus Director of College Success

"Leading at DSST means growing people — teachers, students, and yourself. It's challenging work, but deeply rewarding."

[[Learn More About School Leadership at DSST](#)] [[See Current School Leader Openings](#)]

Paraprofessionals at DSST

Support students with disabilities through individualized and small-group instruction. Whether working 1:1 or in our Center Programs, paraprofessionals make a daily impact helping every student thrive.

Many paraprofessionals grow their careers at DSST — advancing into Apprentice Teacher roles or earning their degree through the Reach Bachelor's "Para-to-Teacher" Pathway with DSST's full support.

"Every day, I get to see students grow and know I had a hand in their success. The relationships are what make this work so meaningful."

— Taylor, DSST Paraprofessional

[\[See Current Paraprofessional Openings\]](#)

Mental Health Roles at DSST

At DSST, we believe that when students' social, emotional, and physical wellness are prioritized, they flourish academically and personally. Each school has at least two full-time mental health providers—School Social Workers, School Psychologists, and Counselors—who partner with teachers and families to ensure every child feels known, supported, and ready to learn.

Our Mental Health team plays a vital role in DSST's Whole Child approach—fostering wellness, belonging, and resilience so students can reach their full potential in and beyond the classroom.

A Day in the Life:

[Embed Instagram Reel — [Meet a DSST Social Worker](#)]

"At DSST, we focus on the whole child. It's rewarding to know our support helps students show up ready to learn and succeed." — Sam, DSST School Social Worker

[\[See Current Mental Health Openings\]](#)

College Success Team Roles

Empower students to discover their passions, pursue their goals, and succeed beyond graduation. DSST's College Success Team supports every student on their path to college and post-secondary success through personalized advising, mentorship, and data-driven guidance.

Our team includes Directors and Managers of College Success, who collaborate with families, teachers, and community partners to help students navigate applications, scholarships, and the transition to life after DSST.

"Watching our seniors open acceptance letters is the best part of my year. It's powerful to know we helped them get there."

— Jordan, DSST College Success Director

 [Celebrate Senior Signing Day](#)

[\[See Current College Success Openings\]](#)

Front Office Roles at DSST

Be the first face families see when they walk through our doors. DSST Front Office Managers and Assistant Managers create a welcoming, organized, and inclusive environment that reflects our values every day.

Front Office team members provide exceptional service to students, families, and staff — managing daily operations, supporting communication, and helping our schools run smoothly. Because our communities are beautifully diverse, bilingual fluency in English and Spanish is strongly preferred and deeply valued in these roles.

"We're the heartbeat of the school — greeting students, helping families, and making sure every day starts with warmth and care."

— Maria, DSST Front Office Manager

[\[See Current Front Office Openings\]](#)

Community Engagement and Recruitment Managers (CERM)

Build authentic partnerships between DSST schools and the communities we serve. CERMs lead student recruitment, family engagement, and advocacy efforts — ensuring every DSST school is deeply connected to its neighborhood.

CERMs are relationship-builders and strategic partners to School Directors. They organize events, lead grassroots outreach, and represent DSST in the community — from open houses and festivals to parent leadership meetings and civic engagement initiatives.

“As a CERM, I get to help families find the right school home and see our community grow stronger every year.”

— Andrea, DSST Community Engagement & Recruitment Manager

[\[See Current CERM Openings\]](#)

Home Office Roles at DSST

Our Home Office teams exist to serve our schools. Every project, system, and solution is designed to remove barriers, strengthen operations, and help educators focus on what matters most — students.

Home Office staff collaborate closely with schools across a wide range of teams, including:

Curriculum • College Success • STEM Industry Partnerships • Human Capital • DEI • Culture • Family Engagement • Marketing & Communications • Development • Finance • Operations • Education Technology • Data & IT

“Everything we do is about service — supporting our schools so they can support our students.”

— Makita Cotto, DSST Vice President of Human Resources

[\[See Current Teacher Openings\]](#)

Substitute Teach at DSST

Make an impact in the classroom — even if it's just for a day. Substitute teachers play a vital role in ensuring every DSST classroom remains a place of learning, connection, and joy.

Through our partners HelloSubs and TeachStart Fellows, DSST offers opportunities for short-term, long-term, and fellowship-based substitute teaching roles across our Denver and Aurora campuses. Substitutes receive classroom support, clear lesson plans, and access to the DSST network — making it a great way to explore a future teaching career with us.

“Subbing at DSST helped me see what great teaching and community really look like — and inspired me to become a teacher here full time.”

— Chris, Former Substitute & Current DSST Teacher

[\[Apply to Substitute via HelloSubs\]](#) [\[Learn More About TeachStart Fellows\]](#)

Sports Coaching at DSST

Inspire teamwork, resilience, and joy. DSST coaches play a vital role in helping students grow both on and off the field — fostering school pride, sportsmanship, and lifelong wellness.

Our coaches come from across the community — parents, alumni, and local professionals — united by a commitment to helping students grow through sport. Whether you coach once a week or a full season, your leadership helps students stay active, set goals, and experience the joy of competition in a values-driven environment.

“Coaching at DSST lets me give back to the community and see students grow — on the court and in character.”

— Elena, DSST Volleyball Coach

[\[See Current Sport Coach Roles\]](#)