



In-house Substitute Teacher

Supervisor: Executive Director

Start Date: September 1, 2026

Term: Full-time, approximately 166 student-contact days

Salary: \$25,000-\$30,000, plus benefits

Challenge to Excellence Charter School (C2E), a high-performing, premier STEAM school in Douglas County, is seeking a dependable and enthusiastic **In-House Substitute Teacher** for the 2026–2027 school year.

C2E is an academically advanced K–8 charter school specializing in STEAM education. Our students benefit from a rigorous academic program, a supportive school community, and an effective one-to-one device program.

Position Overview

The In-House Substitute Teacher provides consistent classroom coverage and supports a positive, safe, and productive learning environment throughout the school. This position requires flexibility, professionalism, strong classroom-management skills, and the ability to work effectively with students across multiple grade levels and subject areas.

Essential Responsibilities

The successful candidate will support the mission and vision of C2E by:

- Implementing teacher-prepared lesson plans while preserving instructional time and encouraging student engagement
- Providing active supervision and support for students throughout each assignment
- Creating a safe, respectful, and productive classroom environment
- Maintaining effective classroom management consistent with schoolwide expectations
- Taking attendance and maintaining other required classroom records
- Delivering instruction across a variety of grade levels, subjects, and courses
- Adapting instruction and support to meet students' varying learning needs
- Following all school policies, procedures, schedules, and safety protocols
- Modeling professionalism and appropriate conduct for students
- Communicating relevant information about the day's activities to the classroom teacher and school administration
- Supporting school operations through hallway supervision, cafeteria monitoring and cleanup, driveline duties, and other assigned responsibilities
- Completing additional duties as needed

16995 Carlson Drive, Parker, CO. 80134
Phone: 303-841-9816 Fax: 303-840-3246

Qualifications

- Valid Colorado Department of Education substitute authorization or license
- High school diploma or equivalent; additional education is preferred
- Strong written and verbal communication skills
- Dependability, flexibility, professionalism, and a positive attitude
- Ability to manage classrooms and work effectively with elementary and middle school students
- Successful completion of required reference and background checks
- One to three years of substitute-teaching or related school experience preferred

Application Instructions

To be considered for an interview, candidates must complete both of the following steps:

1. [Complete the online application.](#)
2. Email the following materials to careers@c2e.org:
 - Current résumé
 - Contact information for three professional references