



Floating Support Instructor

at Catalyst Public Schools

2025-26 School Year

Salary: \$45,000-50,000* See notes on salary in the Compensation section.

An invitation to all equity-driving individuals who aspire to teach and work with young people and who believe in the potential of all students and who want to build a school founded upon belonging, resilience, achievement, vulnerability, enthusiasm and leadership.

WHO ARE YOU?

You are passionate about teaching and learning- your scholars', your colleagues' and yours. You not only believe that every young person deserves an incredible academic experience, but ensuring that scholars' diverse needs are met socially and emotionally also compels you. You are willing to challenge yourself, your colleagues, and your scholars to realize a school where every person is known, loved, and challenged each day. You are likely a teacher new to the profession who is looking for a school that will support your professional growth and development.

WHO ARE WE?

Catalyst: Bremerton is deeply committed to achieving our mission of supporting our diverse scholars to live full lives and to succeed in college, career, and life and of finding their purpose and passion so that they can cultivate the critical hope, optimism and leadership essential to be catalysts in their community and world. Our schools are tightly-knit families where every child is known, loved, and challenged. Our strong community is rooted in high expectations, joy and exudes our core values:

- **Belonging.** We are stronger together.
- **Resiliency.** What we do today is what matters most.
- **Achievement.** When you succeed, we all succeed.
- **Vulnerability.** I speak my truth and I listen to yours.
- **Enthusiasm.** We show our spark and bring our hearts.

CORE RESPONSIBILITIES

of a Catalyst Support Educator

Serve as guide and role model for scholars:

- Help build and uphold an environment for learning that invites and excites scholar learning
- Live and model Catalyst's core values with scholars and their families
- Empower scholars to access their voices and leadership
- Support the day-to-day happenings of the school
- Manage student behavior according to common Catalyst practices

Commit to your professional learning and growth

- Collaborate with Lead Teachers and the Support Services Team to provide small and large group instruction and 1:1 support to uphold classroom expectations and culture when filling in for an absence
- Authentically engage in Catalyst's culture of adult learning and professional development
- Invest in personal professional development by demonstrating a willingness to be coached during bi-weekly feedback sessions

Targeted Scholar Support

- Provide support to individual scholars, small groups of scholars, and large groups of scholars during instructional classes as well as during lunch, recess, and other parts of the day.
- With guidance from and in collaboration with coaches, Lead Teachers, and the Support Services Team, teach small groups and lead intervention for targeted scholars as needed
- Meet with the teams that you support as needed and support the Operations Team initiatives
- With support from the Support Services Team, a coach and Lead Teachers, assist scholars with special needs in the areas of educational concern.
- Perform supervisory duties while scholars are at play
- Provide assistance in any lunch administration activities such as escorting scholars to lunch as well as to play areas, assist in cleaning for lunch areas

Support the organizational culture of our school community:

- Uphold all professional responsibilities, including maintaining excellent attendance and punctuality and uphold professional norms of decorum
- Support the ongoing day to day operations of the school, as needed
- Provide coverage across the school, as needed, particularly for lunch, recess, or other times
- Other duties, as assigned

SKILLS AND CHARACTERISTICS

of a Catalyst Support Educator

- Deep commitment to the Catalyst Public School's mission, program, and community
- Consistently demonstrate professional and ethical judgment in your words, thoughts, and actions
- Be a reliable colleague - attend work regularly and schedule personal events and commitments outside of school hours
- Embrace challenges as opportunities; demonstrate perseverance and tenacity in the face of difficulty
- Strong organizational and planning skills
- Willingness to learn how to use data to drive instructional moves and intervention paths for scholars
- Desire and will to develop culturally relevant classroom management skills
- Commitment to Catalyst's model including social emotional learning integration

- Belief in the importance of working in a diverse, inclusive, and equity driven workplace
- Deep desire to grow and learn even when it is uncomfortable
- Collaborate with teammates and families to ensure Catalyst makes good on our mission
- Communicate clearly and effectively with scholars, families, colleagues, and team

EDUCATIONAL BACKGROUND, PASSION AND WORK EXPERIENCE

of a Catalyst Support Educator

- Belief in and alignment with Catalyst's mission, core values and educational model is non-negotiable
- High School diploma required
- Washington State emergency substitute certificate
- Successful background check
- Bilingual in Spanish a plus

WE ARE COMMITTED TO DIVERSITY, EQUITY AND INCLUSION

Catalyst Public Schools seeks individuals of all ethnic and racial backgrounds to apply for this position. We believe that maximizing the diversity of our organization and recruiting a team that reflects the diversity of our scholars is good for our whole community.

EQUAL EMPLOYMENT OPPORTUNITY

Equal employment opportunity and respect in the workplace are the foundation of Catalyst Public Schools. We prohibit and do not tolerate harassment, intimidation, bullying, discriminatory, or retaliatory behavior. All aspects of your employment are based upon your personal capabilities and qualifications, without regard to race, color, religion/creed, sex/gender (including pregnancy and gender identity), sexual orientation or perceived sexual orientation, national origin, alienage or citizenship status, disability, age, military status, marital status, partnership status, status as a victim of domestic violence, genetic predisposition or carrier status, or any other protected class as established by federal, state, or local law.

COMPENSATION

Compensation is competitive and commensurate with experience. We provide all faculty a full benefits package and opportunities for professional growth. Every Support Educator has access to:

- Bi-Weekly Supervision and/or professional development
- Timely and differentiated professional development throughout the year
- Opportunities for promotion when an excellent teaching track record has been established

The current salary range for a Support Educator is \$45,000-50,000. Compensation will not decrease as new scales are introduced and approved.

Do you see yourself and your passion in what you have read?

To apply please complete a resume and cover letter and submit them to talent@catalystpublicschools.org