



Ashé Preparatory Lead Teacher K-8 (Start-Up Position)

2600 S Holgate Street, Seattle, WA, 98144

POSITION SUMMARY:

Ashé Preparatory Academy (Ashé Prep) is a P-12 (preschool to 12th grade) model that centers its educational approach on the needs of Black students, aiming to prepare them for leadership and success in their communities.

Ashé Prep opened in September 2025. We are a small private school in a start-up phase. Our capacity at our current location is 50 students. In addition to our private school population, Ashé Prep will partner with families who homeschool, offering opportunities to be a part of the Ashé Prep experience on a part-time basis.

Ashé Prep's goal is to hire high-performing, high-quality employees who model for students what it means to be lifelong learners, who own their education, and who maintain a sense of curiosity and a growth mindset. The ideal teacher candidate for Ashé Prep is a high-quality, high-performing, high-potential teacher with a Bachelor's degree, a Washington teaching credential or out-of-state equivalent, and a Master's degree in education. A candidate with a K-8 teaching certificate is very beneficial for our model. A non-negotiable requirement is a deep commitment to Ashé Prep's mission, vision, values, and the communities Ashé Prep students represent.

ABOUT THE ORGANIZATION:

Bio

Ashé Preparatory Academy, also part of Ashé Community of Schools, is a P-12 (preschool to 12th grade) model school that centers its educational approach on the needs of Black students, aiming to prepare them for leadership and success in and for their communities.

Vision

By centering the education of Black students, every person can take action towards liberation for all.

Mission

To cultivate the genius of all people by centering the education of Black students, preparing them to excel and serve as leaders in and for their communities.

Core Values

The core values, based on the principles of Kwanzaa (Nguzo Saba), guide the school's culture and decision-making, promoting unity, self-determination, collective work and responsibility, cooperative economics, purpose, creativity, and conviction.

For more information about Ashé Preparatory Early Learning Center, go to www.asheprep.org.

DESCRIPTION:

Program: Education

Reports to: Ashé Community of Schools Executive Director

Location: Seattle

Employment Status: Full Time

Start Date: August 1, 2026

Start-Up Pay Range: \$50,000 to \$65,000

QUALIFICATIONS

Ashé Prep's ideal teacher possesses the following attributes:

- ❖ Demonstrated value and implementation of diversity, equity, inclusion, and belonging principles and strategies
- ❖ Commitment to serving an intentionally Black and diverse school community
- ❖ Strong content knowledge and pedagogy skills that match Ashé Prep's mission to cultivate the genius of a diverse population of students in general and Black students in particular
- ❖ Positive and relevant knowledge of, experience with, and deep relationships with, the diverse families and communities Ashé Prep serves, especially the African/African American community; an appreciation of our families' and communities' cultural capital is essential
- ❖ Flexibility and experience in effectively solving challenging problems through a culturally responsive, positive, collaborative approach
- ❖ Experience implementing (or enthusiastic and authentic desire to learn how to integrate) elements of personalized learning and differentiated instruction;
- ❖ Ability to support students of all ages in owning their education and developing increasing levels of responsibility for their education
- ❖ Deep familiarity with projects, studies, and project-based learning as ways to integrate and expand student learning
- ❖ Deep understanding of standards aligned to curriculum design
- ❖ Demonstrated success (performance results) in holding all students, in general, and Black students in particular, accountable for high expectations
- ❖ A firm understanding of and ability to use (or deep commitment to learn to use) data to develop and implement targeted learning experiences
- ❖ A growth mindset and the ability to encourage that in students

ESSENTIAL FUNCTIONS

Curriculum and Instruction

- ❖ Use the book *Cultivating the Genius of Black Children* as the framework for setting K-8 standards and guiding curriculum development and assessment
- ❖ Plan and implement learning experiences that advance students' cognitive, social, creative, and academic development

Teacher-Student Interactions

- ❖ Establish and maintain a culturally relevant, nurturing, supportive, and inclusive classroom environment
- ❖ Foster culturally responsive, positive, and effective teacher-student interactions to support each student's growth and development.
- ❖ Encourage students' curiosity, creativity, and problem-solving skills

Assessment and Documentation:

- ❖ Conduct ongoing assessments of each student's development using culturally appropriate assessment tools
- ❖ Maintain accurate and up-to-date records of students' progress and use data to inform instructional practices
- ❖ Communicate assessment results and developmental milestones with families and other staff members

Classroom Environment

- ❖ Ensure a safe, healthy, and well-organized learning environment based on the book, *Cultivating the Genius of Black Children* and the Ashé Prep model
- ❖ Incorporate materials and activities that reflect the diversity of the students and families served

Family and Community Engagement

- ❖ Build positive relationships with families and their communities by implementing Ujima teams for each student, which consist of the scholar, a peer, a family member, a community member, and a teacher
- ❖ Provide resources and referrals to support families' needs and goals.
- ❖ Support students in learning about their community and their role in its leadership and development

Collaboration and Communication

- ❖ Provide guidance and direction to other classroom staff
- ❖ Work collaboratively with other staff members, consultants, families, and community partners to provide support to students and families
- ❖ Communicate effectively and honorably with students, families, and colleagues

Professional Development

- ❖ Attend and complete the Ashé Institute within one year of the start date
- ❖ Maintain and complete professional development requirements
- ❖ Attend and participate in staff meetings
- ❖ Ashé Preparatory Academies encourages all educators to continue their learning, development, and mastery of teaching

We are an equal-opportunity employer. We do not discriminate based on race, religion, color, national origin, gender, sexual orientation, age, veteran status, disability status, or any other applicable characteristic protected by law.

Employment or volunteer service at Ashé Preparatory K-8 is conditioned on a criminal background check.