



Certificated Teaching Staff

FORWARD Girls Leadership Academy

Cleveland, Ohio

Reports to: Assistant Principal of Instruction & Founder/Head of School

Position Summary

Teachers at FORWARD Girls Leadership Academy are more than content experts—they are mentors, designers of learning, and builders of culture. Our certificated teaching staff play a central role in developing confident, capable, and courageous young women through rigorous, relevant, and relationship-centered instruction.

Grounded in FORWARD's leadership-focused, project-based, and experiential learning model, teachers design learning experiences that are intellectually challenging, culturally responsive, and deeply connected to the real world. Educators at FORWARD believe in the brilliance of girls and are committed to fostering voice, agency, critical thinking, and purpose.

This role is designed for reflective, growth-oriented educators who are passionate about equity, innovation, and whole-child development—and who want to be part of building a school from the ground up.

Core Responsibilities

Instructional Design & Delivery

- Design and deliver rigorous, standards-aligned instruction rooted in FORWARD's instructional model.
- Implement project-based, experiential, and inquiry-driven learning experiences.
- Create engaging, student-centered lessons that promote leadership, collaboration, and critical thinking.

- Differentiate instruction to meet the needs of diverse learners.

Student Growth & Academic Achievement

- Maintain high academic expectations for all students.
- Use formative and summative assessments to monitor student progress.
- Analyze student data to inform instruction, interventions, and enrichment.
Support students in developing strong academic habits, goal-setting skills, and self-advocacy.

Classroom Culture & Relationships

- Build a classroom culture rooted in trust, belonging, and mutual respect.
- Develop strong, authentic relationships with students and families.
- Promote student voice, identity, and leadership.
- Model professionalism, empathy, and integrity.

Collaboration & Professional Learning

- Participate actively in professional learning communities.
- Engage in coaching cycles, feedback, and reflective practice.
- Collaborate with colleagues to design interdisciplinary projects.
- Contribute to a culture of shared ownership and continuous improvement.

Whole-Girl Development

- Support students' social-emotional growth, confidence, and leadership identity.
- Integrate SEL and leadership development into daily instruction.
- Partner with student support teams as needed.
- Serve as an advisor or mentor to a small group of students.

Qualifications

Required Qualifications

- Bachelor's degree in education or a related field.
- Valid Ohio teaching license in the relevant content area (or eligibility).
- Demonstrated success in delivering rigorous, engaging instruction.
- Strong classroom management and relationship-building skills.

- Commitment to equity and culturally responsive teaching.

Preferred Qualifications

- Master's degree in education or a related field.
- Experience with Project-Based Learning, experiential learning, or interdisciplinary instruction.
- Experience working in a charter school, start-up, or innovative learning environment.
- Experience integrating leadership development or SEL into instruction. Familiarity with Ohio Learning Standards and assessment frameworks.

Core Competencies

- Student-centered instructional design
- Culturally responsive pedagogy
- Relationship-building and mentorship
- Classroom culture development
- Assessment literacy and data-informed practice
- Collaboration and feedback
- Reflective growth mindset

Why Join FORWARD

Teaching at FORWARD Girls Leadership Academy means being part of something bold, purposeful, and deeply meaningful. Our educators are architects of possibility—helping girls see themselves as leaders, thinkers, and changemakers.

This is a unique opportunity to help build a school from the ground up, shape an innovative instructional model, and contribute to a mission-driven organization committed to educational excellence and empowerment for girls in Cleveland.