

# TEACHER

## Job Description & Position Overview

Grades K–12 · Part-Time · Abilene, TX

<b>Schedule</b>	Mon–Thu 8:00 AM – 1:00 PM   Fri 9:00 AM – 12:00 PM(optional)
<b>Hours</b>	~20-23 hours/week across 32 weeks (late Aug – Apr)
<b>Daily Compensation</b>	Mon - Thurs \$250/day   Fri \$150/day
<b>Weekly Compensation</b>	\$1,000 - \$1,150
<b>Monthly Compensation</b>	\$4,000 - \$4,600
<b>Sept - April Compensation</b>	\$32,000 - \$36,800
<b>Summer</b>	4 months off; optional paid tutoring, camps & courses
<b>Type</b>	Part-time; fractional (1–2 days/week) also considered
<b>Qualifications</b>	Teaching certificate or equivalent educational/professional experience
<b>Reports To</b>	X• Prep Academic Leadership

## THE OPPORTUNITY

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X• Prep Academy is not a traditional school, and this is not a traditional teaching job. We are a mastery-based K–12 preparatory academy in downtown Abilene, Texas, where the classroom is a launchpad, not a destination. Our students complete a rigorous, NCAA-aligned academic curriculum as the baseline. The real work is what happens on top of it.

We are looking for educators who are ready to lead with autonomy, design with purpose, and measure their success not just by test scores but by what students can actually do in the world. If you are energized by seeing a student light up when something finally clicks, if you thrive when given ownership of your space, and if you believe that real learning happens in the struggle, not around it, this role is built for you.

## WHO YOU ARE

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The right person for this role is more coach than lecturer. You know how to sit with a student in their confusion without rescuing them from it. You design environments where kids have to think, argue, defend, rebuild, and try again. You are a skilled problem solver, an active learner yourself, and someone who brings genuine energy to the work of helping young people grow into capable, confident, independent thinkers.

You thrive with responsibility. You do not need to be told how to structure every minute. You approach your classroom the way a skilled therapist approaches a session: with intention, design, and a deep commitment to long-term outcomes over short-term compliance.

You also hold your students accountable with care. You celebrate their wins. You sit with them in their struggles without lowering the bar. You believe that kids learn best when they are working at the edge of what they can do, and you are constantly engineering that edge.

## THE 360 LEARNING MODEL

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Every X• Prep teacher operates within our 360 Degree Learning Model. This is the academic framework that distinguishes X• Prep from every other K–12 program in the region. It runs in three stages, and a student is not considered on the path to mastery until they have completed all three.

### Step 1: Learn

The goal is not to deliver coursework to students. It is to teach them how to learn independently. You are a guide, a tutor, an accountability partner, and a diagnostician. You identify gaps in foundational skill and understanding that prevent a student from picking up a textbook and working through a topic on their own, and you build targeted environments and exercises to close those gaps. The student does the work. Your job is to make sure they can.

### Step 2: Demonstrate

This is where teachers at X• Prep get to fully flex their craft. The majority of each school day is devoted to hands-on, project-based application of what students are learning in their coursework. Students build financial models using algebraic concepts. They research, present, and defend positions on history, policy, and science. They debate, challenge one another's ideas, and revise their thinking. No topic is off the table if it is managed in a healthy and constructive environment.

You design your classroom. You decide the projects, the structure, and the rhythm of the day. We give you a framework and clear expectations, and then we trust you to execute. We want teachers who are not waiting for permission to innovate. We want experiments. We want growth mentality built into the DNA of the room. We want teachers who approach every lesson like a hypothesis worth testing.

### Step 3: Teach

Mastery is not complete until a student can teach what they know. X• Prep teachers build cultures where students regularly tutor, present, and support their peers. If a student cannot explain a concept clearly to someone else, they do not yet own it. Your job is to get them there.

## CORE RESPONSIBILITIES

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- Facilitate independent learning across all subject areas for K–12 students; you do not need to be a specialist in every field, but you must be a resourceful, active learner who can guide students to find and own answers themselves
- Design and lead hands-on, project-based learning experiences that apply academic concepts to real situations and real problems
- Identify gaps in foundational skills and understanding and create targeted exercises to address them
- Build a classroom culture where students regularly teach and present to their peers
- Hold students accountable to mastery-based standards with consistency, warmth, and high expectations
- Monitor student progress through formal assessments and demonstrated real-world capability, taking ownership of outcomes and approaching shortfalls with a growth and problem-solving mindset
- Collaborate with coaching staff and academic leadership to support the development of the whole student
- Maintain accurate academic records and communicate progress to students and families

- Contribute to the ongoing evolution of the X• Prep academic model with ideas, experiments, and honest feedback

## WHAT WE ARE LOOKING FOR

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- A coach, facilitator, and tutor, not a lecturer; someone who leads from the side more than from the front
- A skilled and resourceful problem solver who models the kind of active, self-directed learning they want to see in students
- Someone who understands that struggle is not a failure of teaching; it is the mechanism of learning
- A designer: someone who thinks carefully about the environment, the conditions, and the experiences that produce lasting growth
- High personal accountability for outcomes, paired with the autonomy and creativity to pursue them
- Genuine enthusiasm for the success of young people and visible energy in the classroom
- Comfort working across disciplines; cross-curriculum thinking is not a bonus here, it is the expectation
- A growth mentality: someone who iterates, reflects, and improves continuously

## SCHEDULE & COMPENSATION

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This is a part-time position with a pay structure designed to reflect the focused intensity of the hours and the professional caliber of the work we expect. Full schedule and compensation details are outlined at the top of this document.

## QUALIFICATIONS

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- Valid teaching certificate in any subject area, OR equivalent educational background, OR demonstrated professional experience in a field directly relevant to K–12 instruction
- Experience working with youth in a coaching, tutoring, mentoring, or instructional capacity preferred
- Strong cross-subject literacy; comfort navigating unfamiliar material with students is essential
- Excellent communication skills with students, families, and colleagues
- A portfolio of creative, project-based teaching approaches is a strong asset

## GRADE LEVEL CONTEXT

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The X• Prep teacher role exists across all three divisions of our K–12 program. The philosophy and expectations are consistent throughout. What shifts is the developmental stage of the student and the degree of independence and complexity you are working toward. Use this section to identify where your background and strengths are the best fit.

Lower School   Grades K–5	Middle School   Grades 6–8	Upper School   Grades 9–12
<b>Student Profile</b>		
Building foundational skills in reading, writing, and math. Developing study habits,	Transitioning from guided learning to growing ownership. Beginning to take accountability	Operating with near-collegiate independence. Building transcripts, portfolios, and

self-regulation, and the early identity of someone who can figure things out.	for their progress and developing the habits of an independent thinker.	real-world capabilities. Preparing for the next arena, athletically and academically.
<b>Your Primary Focus</b>		
Structured, high-energy learning that builds foundational competence. Character and accountability development woven into daily routines. Guided application through age-appropriate, hands-on projects.	Raising the ceiling of expectation while maintaining strong support. Introducing real-world problem framing, peer leadership, and personal goal-setting through the student success coaching model.	Designing rigorous, college-preparatory experiences that stretch students toward full independence. Real deliverables, dual credit opportunities, portfolio development, and complex cross-disciplinary projects.
<b>360 Model Emphasis</b>		
Heavy emphasis on Learn. Structured application in Demonstrate. Peer teaching introduced through guided presentations and collaborative work.	Balanced across all three stages. Students begin owning the Demonstrate stage more independently. Peer teaching becomes a regular expectation.	Full cycle expected at a high standard. Students lead Demonstrate projects with real-world stakes. Teach stage involves mentoring younger students and presenting to external audiences.
<b>Ideal Background</b>		
Experience in early childhood or elementary education. Strong literacy and numeracy instruction skills. Patient, structured, and highly encouraging.	Comfort with middle school dynamics and the motivational complexity that comes with them. Strong project facilitation skills and coaching instincts.	Background in a specific academic discipline and/or real-world professional experience. Ability to mentor students through complex, high-stakes work with genuine subject depth.

## WHY X• PREP

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- Genuine autonomy: you own your classroom, your curriculum design, and your methods
  - Students who chose to be here, from families who made a deliberate commitment to excellence
  - Small class sizes, AI-assisted adaptive learning tools, and a mastery-based progression model that makes your work more effective
  - High-caliber colleagues, including coaches with national and world-class credentials, who hold a shared standard
  - Flexible schedule with substantial time away from the classroom for professional development, personal pursuits, and rest
  - Optional summer earning opportunities with an audience already invested in educational programming
  - The opportunity to be a founding voice in something being built from the ground up in West Texas
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### X• PREP ACADEMY

Downtown Abilene, Texas · [xprep.com/join-our-team](http://xprep.com/join-our-team)

*The classroom is where it starts. It is never where it ends.*