

## **Head Teacher (Grades 4/5, Mixed-Age Classroom)**

**Cold Spring School | New Haven, CT  
2026–2027 School Year**

Cold Spring School, a progressive PreK–6 independent school in New Haven, Connecticut, seeks a **Head Teacher for our mixed-age 4/5 classroom** for the 2026–2027 school year.

At Cold Spring, we see children and adults alike as people in progress who are curious, and capable life-long learners. We are looking for an educator who is inspired by inquiry-based, concept-driven learning and who values strong relationships, student agency, and classrooms filled with purpose, joy, and deep thinking. We are a place where joyful learning meets deep thinking, and where educators grow alongside their students.

The Head Teacher leads a class of up to 22 students in partnership with an Associate Teacher, designing integrated, thematic curriculum across literacy, mathematics, science, and social studies, and supporting the full academic and social-emotional development of each child.

Cold Spring School is committed to equity in hiring and retention. We strongly encourage candidates from underrepresented backgrounds including those who identify as Black, Indigenous, People of Color, LGBTQIA+ to apply.

### About the Role

The 4/5 Head Teacher leads a dynamic, mixed-age classroom where students are supported in developing strong academic skills, a sense of agency, and an understanding of themselves as learners and community members. This role calls for an educator who can balance clear expectations with flexibility, and who is skilled in designing learning that builds both foundational skills and deeper conceptual understanding.

### Key Responsibilities

#### *Classroom Leadership & Culture*

- Design and facilitate integrated, inquiry-based curriculum grounded in student interests
- Balance emergent curriculum with intentional development of core skills and understandings

- Use observation and documentation to study and respond to students' thinking
- Create a warm, inclusive classroom community with clear expectations and routines
- Communicate regularly with families and build strong, collaborative partnerships
- Welcome students and families with warmth and presence, fostering a strong sense of belonging
- Collaborate closely with colleagues in a reflective, team-based environment
- Serve as an ambassador for the school through admissions events and community engagement

#### *Curriculum Design & Instruction*

- Design and implement integrated, inquiry-based curriculum grounded in thematic studies, with strong foundations in literacy, mathematics, and social studies
- Develop units of study that are concept-driven and responsive to student questions and emerging ideas
- Create opportunities for students to make connections across disciplines and to the world beyond the classroom
- Teach whole group, small group, and individualized lessons, with a strong emphasis on differentiation
- Ensure alignment with school-wide benchmarks and shared curricular expectations

#### *Assessment & Student Support*

- Use a range of formative and summative assessment practices to understand student progress and inform instruction
- Support students in reflecting on their own learning and growth over time
- Maintain clear, organized records of student development
- Differentiate instruction and adjust supports to meet a wide range of learners
- Collaborate with the Learning Specialist and school counselor to support students' academic and social-emotional needs
- Develop and implement learning or behavioral support plans as needed

#### *Partnership with Associate Teacher*

- Partner closely with the Associate Teacher to plan instruction, group students, and support all learners
- Provide guidance, feedback, and mentorship to support the Associate Teacher's professional growth
- Share responsibility for classroom management, communication, and instructional delivery

### *Family Communication*

- Build strong, respectful partnerships with families through ongoing, thoughtful communication
- Lead formal parent conferences and write comprehensive, narrative progress reports
- Communicate proactively and regularly about student progress, needs, and experiences

### *Collaboration & Professional Engagement*

- Collaborate with colleagues across grade levels and disciplines, including Special Area teachers
- Participate actively in faculty meetings, professional development, and school-wide initiatives
- Contribute to a culture of reflection, collaboration, and continuous improvement
- Engage with evolving best practices in progressive and inquiry-based education

### Qualifications

- Bachelor's degree in education or a related field (Master's degree preferred)
- Minimum of 4 years of elementary teaching experience, ideally in an upper elementary or mixed-age setting
- Strong background in literacy and mathematics instruction
- Experience with inquiry-based or progressive education
- Understanding of concept-driven curriculum and differentiated instruction
- Deep knowledge of child development
- Strong communication and collaboration skills
- Comfort with educational technology (Google Workspace and related tools) and a willingness to learn new systems

### Who You Are

You are a reflective, relationship-centered educator who believes meaningful learning grows from curiosity, connection, and purpose. You bring warmth, flexibility, and intention to your work, and you see students as capable individuals with ideas worth exploring.

The logo for Cold Spring School, featuring the text "Cold Spring School" in a green serif font, centered within a green rectangular border.

## Cold Spring School

You value collaboration, welcome feedback, and are committed to your own growth. You have experience with progressive, inquiry-based education and an understanding of emergent curriculum and Reggio-inspired practices.

### What It's Like to Work at Cold Spring

Cold Spring is a place where teachers are trusted as professionals and supported in doing meaningful, creative work with children.

- A collaborative, relationship-driven culture where your voice and ideas matter
- The opportunity to design curriculum and engage deeply with student thinking
- A co-teaching model with small class sizes (up to 22 students with two full-time teachers), allowing for meaningful relationships, differentiation, and thoughtful instruction
- Ongoing professional growth, including school-based learning and Seedlings summer workshops
- A community that prioritizes joy, curiosity, and continuous learning for both students and adults

### Compensation & Benefits

Salary range: **\$50,000 - \$60,000**, commensurate with experience.

Cold Spring School offers a generous benefits package, including:

- Health, dental, and vision insurance
- Retirement benefits
- Long-term disability insurance
- Paid holidays, vacation, personal, and sick days
- Partial tuition remission
- Ongoing professional development opportunities

### To Apply

Please submit the following materials to Cold Spring Director **Jennifer Le Varge** at **[jlevarge@coldspringschool.org](mailto:jlevarge@coldspringschool.org)**:

- Resume and cover letter
- Contact information for three professional references

*Priority will be given to applications received by Friday, May 8, 2026.*