

Vacancy Announcement:

Posting Date: February 25, 2026

Application Period: until filled

Waimea Middle Public Conversion Charter School

67-1229 Mamalahoa Highway

Kamuela, Hawai'i 96743

Tel 808-313-7510



This is to announce the following vacancy for the 2026-27 school year:

‘Ike Hawai’i Teacher (1.0 FTE)

Salary starts at \$53,649 and may vary based on qualifications.

The position is at Waimea Middle School on Hawai’i Island. The school is a public conversion charter school, and the position is included in the HSTA- BU5 (10-month)

Position Description:

Integrates traditional concepts of teaching, learning, philosophies, values, place-based learning and the beliefs and practices of Hawaiian culture appropriately throughout the Waimea Middle School setting. Facilitates and coordinates events, activities, lessons, and projects that directly impact students. Provide cultural resources for presentations to students that address the benchmarks, literacy, numeracy, school-wide protocols and practices, and ongoing school-wide projects in an extended core elective class for middle school students.

This position is under the direct supervision of the middle school Principal.

How to Apply:

Please submit a letter of interest, resume, and copies of licensure to Waimea Middle School – Attention Penina Nansen

- Mail: 67-1229 Mamalahoa Highway, Kamuela, HI 96743
- Phone: 808-313-7510
- Email: Penina_Nansen@wmpccs.org
- Fax: 808-887-6087

“Waimea Middle School empowers all students with the skills, values and cultural understanding to successfully navigate high school and beyond.”

AN AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY EMPLOYER

www.WaimeaMiddleSchool.org

Waimea Middle Public Conversion Charter School
Position Description For:
‘IKE Hawai‘i Teacher 1.0 FTE
10-Month Position – SY 2026-2027

General Description:

Integrates traditional concepts of teaching, learning, philosophies, values, place-based learning and the beliefs and practices of Hawaiian culture appropriately throughout the Waimea Middle School setting. Facilitates and coordinates events, activities, lessons, and projects that directly impact students. Provide cultural resources for presentations to students that address the benchmarks, literacy, numeracy, school-wide protocols and practices, and ongoing school-wide projects in an extended core elective class for middle school students.

Qualifications:

Works under the general supervision of the school Administration and consistent with the school's vision, mission and IKAIR Core Values. Is consistent with the Priority Functions and Indicators of Success. Is responsible for being knowledgeable about and adhering to principal, school, and corporate policies and directions. Exercises substantial judgment and independence of action in carrying out responsibilities consistent with such guidance.

Minimum Qualifications:

- Holds or is eligible for a Hawaii State Teaching License
- Demonstrates content knowledge for subjects/levels being taught
- Demonstrates knowledge and understanding of child growth and development, effective instructional strategies, classroom management, learning assessment and diagnosis, and research related to learning
- Has excellent integrity and demonstrate good moral character and initiative
- Exhibits a personality that demonstrates enthusiasm and interpersonal skills to relate well with students, staff, administration, parents, and the community
- Demonstrates the ability to use electronic equipment for word processing, data management, information retrieval, visual and audio presentations, and telecommunications

Preferred Qualifications:

- Degree in Education or related field
- Experience with Hawaiian culture, values, language and beliefs
- Graduate level coursework, experience and professional development in visual arts instruction
- Teaching experience at the middle level
- Experience with the use of assessment and data to improve classroom instruction

Essential Duties:

- Plan and implement instruction of an 'Ike Hawai'i program
- Regularly conduct planning for lessons using commonly accepted professional practice (content, goals, assessment, re-teaching, etc.)
- Maintain and provide reasonable and meaningful student grading and evaluation and communicate such information to students and parents
- Demonstrate empathy, rapport, objectivity, and listening skills.
- Work collaboratively with other teachers and support staff in addressing the needs of students
- Engage the learners in differentiated learning experiences for the range of skill levels and developmental needs found in the classroom, managing, when appropriate, multiple instructional activities simultaneously
- Monitor the pacing of instruction and budget class time efficiently by providing clear directions, outlining expectations, and effectively bringing to closure instructional experiences
- Use effective presentation skills when employing direct instruction, including appropriate vocabulary and examples, clear and legible visuals, and articulate and audible speech
- Provide a nurturing, supportive, and positive classroom climate that encourages student responsibility, using positive motivation, clear classroom routines, challenging instructional strategies, and effective classroom management techniques
- Discipline students in a fair and consistent manner, using school approved procedures. Seek assistance of the parents and the Principal or designated supervisor when needed
- Communicate regularly with parents, seeking their support and advice, so as to create a cooperative relationship to support the child in the school
- Assess and interpret the social needs, emotional needs and learning styles of students, using a variety of assessment techniques and data; plan and adjust the teaching methods accordingly, requesting advice and assistance from specialists when appropriate
- Assist with the monitoring and following of Individualized Education Plans for selected students assigned to the class
- Employ a variety of methods for students to demonstrate learning and accomplishments; evaluate and grade homework, assignments, and tests in a timely fashion, providing feedback to the student on performance
- Maintain records and provide evidence of growth and progress to parents and to students
- Assist with responsibility for all students within the school, beyond those specifically assigned, supervising in a fair and constructive manner to ensure the safety and well-being of all students
- Attend student events to demonstrate genuine interest in the life of the students
- Complete in a timely fashion all records and reports as required by law and regulation or requested by the Principal or designated supervisor
- Maintain accurate attendance records; account for all funds collected from students
- Work cooperatively with adults assigned to the classroom (e.g., paraprofessionals, student teachers, parents, and volunteers), establishing clear expectations for roles and responsibilities
- Maintain positive, cooperative, and mutually supportive relationships with the administration, instructional staff, students, parents, and representatives of resource agencies within the community
- Attend required staff meetings and serve, as appropriate, on staff committees; participate in curriculum and program development, and in the selection of materials and equipment to support instruction
- Notify immediately appropriate personnel of evidence of substance abuse, child abuse, child neglect, severe medical or social conditions, potential suicide or individuals appearing to be under the influence of alcohol, controlled substances, or anabolic steroids
- Continue to grow professionally through collaboration with colleagues and professional growth experiences
- Protect confidentiality of records and information gained as part of exercising professional duties and use discretion in sharing such information within legal confines.
- Perform any duties that are within the scope of employment and certifications, as assigned by the Principal and assigned supervisor, and not otherwise prohibited by law or regulation.