



JOB ANNOUNCEMENT: Rhetoric and Debate Immersive Adjunct Teacher

REPORTS TO: Dean of Faculty

EMPLOYEE STATUS: Temporary, Part-Time, Exempt

WORK SCHEDULE: Monday-Friday, 9:00 AM-3:00 PM with the potential for field trips and experiential learning that extend beyond the traditional school day

WORK TERM: December 1, 2025 - December 19, 2025 in person at The Bay School of San Francisco, with 3 additional days of collaborative prep that can be completed remotely

Located in the Presidio of San Francisco, The Bay School is an independent, college-preparatory high school committed to equity and belonging within Bay and beyond. The school seeks to provide its students with a challenging, innovative curriculum and a collaborative, supportive community. Our staff and faculty members ("Staffulty") foster and model curiosity, critical thinking, intentionality, open dialogue, and good humor. Bay students have been described as engaged and thoughtful self-advocates who value community and courage. Please visit our precepts and academics pages to learn more about our school.

The Bay School considers all qualified applicants for employment and does not discriminate on the basis of race, color, religion, identity, national origin, ancestry, age, sexual orientation, gender identity, gender expression (SOGIE), ability or any other characteristic protected by law. We are committed to having a staffulty and student body that reflect the diversity of the Bay Area. We strongly encourage those with a demonstrated dedication to social justice, collaboration, innovation, and student-centered education to apply. We encourage BIPOC candidates to apply.

The Bay School does not participate in the USCIS E-Verify program, and we do not sponsor work visas.

Job Description

The Bay School's Immersive Program is a signature component of the school's curriculum. The school year is built with two semesters and two immersive terms, one that happens in December and the second in May. During the immersive terms, students take a single class that is credit-bearing and graded. The goal of the immersive program is to provide students with an opportunity for a deep dive into a subject of interest through long sustained blocks of time and curriculum that is project-based and experiential. The immersive term culminates in a public-facing student-led Exhibition of Learning.

The Rhetoric and Debate course is designed to introduce students to the theories and practice of argumentation and competitive debate. The course will focus on the construction of arguments from research to presentation. The course will explore different models of competitive debate available to high school students, with primary emphasis on policy debate. The course will culminate in an in-house tournament with a public-facing final round at the Immersive Exhibition on the last day. This course is an elective choice for sophomores.

Key Responsibilities

Teaching

In addition to class preparation and classroom teaching, immersive adjunct teachers are responsible for:

- Teaching the same group of students for a minimum of 5 hours per day: Generally, teachers hold classes from 9 am-3 pm (with a break for lunch) but hours can differ based on the needs of the course (for example an evening field trip).
- Designing a curriculum that introduces students to basic tenets of Rhetoric and Debate that includes formative and summative assessments;
- Grading student work and providing feedback in a timely manner;
- Communicating regularly with students, parents, guardians, and advisors regarding student progress;
- Having one-on-one student meetings as needed;
- Completing a final report card for each student.

Community Support

All teaching staff are expected to support the well-being of our community and the growth of individual students. This includes:

- Attending Morning Meeting as scheduled during the immersive term;
- Modeling community engagement by being present throughout the school day;
- Attending the Exhibition of Learning.

The Ideal Candidate

- Finds resonance with The Bay School mission, philosophy, and precepts;
- Dedicates themselves to anti-bias and equity work and understands the social justice dimensions of education;
- Welcomes and learns from feedback;
- Enjoys being in a high school community;
- Values mindfulness as a practice;
- Has significant policy debate experience at the high school level, including classroom or lab leader instruction;
- Recognizes that this course is a broad introduction to competitive policy debate and not preparation for national circuit-level competition;

- Values individual learning profiles by teaching in multiple modalities and offering differentiated instruction;
- Employs and is excited by student-centered teaching strategies (project-based, place-based, problem-based, and experiential learning);
- Has experience teaching secondary education and brings a diversity of teaching and life experiences to their work;
- Values collaboration, teamwork, and feedback as a part of professional growth;
- Commits to innovation, professional development, and reinvention;
- Is curious and resourceful;
- Enjoys working with and inspiring high-school learners in all areas of school life.

Work Environment

- The Bay School campus has three separate buildings that are across the street from each other. Classrooms and offices are spread throughout all three buildings and teachers may be asked to move among these spaces during the day.
- Teacher offices are shared spaces with other teachers.
- The Bay School will provide a laptop for use during the term of employment.
- The noise level in the work environment is moderate to loud during school hours and usually quiet outside of school hours.
- The Bay School lunch service is provided by Acre Gourmet and is available to all employees. Staff/faculty eat lunch in shared dining room spaces with students, in their offices, or in the Staff/faculty lounge on the fourth floor.

Requirements

Job offers are contingent upon clear LiveScan fingerprinting and TB risk assessment. Other requirements include completing first aid/CPR training, mandated reporter training, anti-harassment training, workplace violence prevention training, and bloodborne pathogen training. Access to these mandatory trainings are provided and paid for by the school.

Compensation

Salary is based on years of secondary school work or relevant experience. The salary for teaching one Immersive course ranges from \$9,923 to \$17,093.

If interested in the position, please review our website (www.bayschoolsf.org) to learn more about The Bay School and our community. To apply for the Rhetoric and Debate Immersive Adjunct Teaching Position, email all of the items below to: jobs@bayschoolsf.org, subject line: **Debate Immersive Teacher 2025**.

1. Cover letter describing your interest in the position as well as how you anticipate contributing to The Bay School;
2. Resume/C.V.;
3. A list of references--a minimum of 3, including a current supervisor, departmental colleague, and colleague outside your department.

Please note that Bay will be accepting resumes on a rolling basis until the position is filled.