



garland
oaks

Job Description

Updated April 22, 2026

TEACHER

Hours: Part-Time | Exempt (Monday-Thursday / 8am-2pm)

Location: Blount County (undisclosed location)

Education: Bachelors Degree

Supervisor: Education Team Lead

Team: Education Team

ABOUT GARLAND OAKS

Garland Oaks is a Christ-centered safe home in Tennessee dedicated to serving female survivors of sex trafficking ages 11–16. Designed as a small, family-style home, the program provides a safe, highly structured environment where each resident receives individualized attention and care.

Focused on long-term, holistic restoration, Garland Oaks addresses the emotional, psychological, spiritual, relational, and educational needs of each youth. Through trauma-informed care, personalized support, life-skills development, academic guidance, and faith-based discipleship, the program seeks to create lasting transformation. Garland Oaks is committed to helping residents rebuild their sense of identity, safety, dignity, and hope as they move toward sustained healing and a restored future.

POSITION SUMMARY

This position offers an opportunity to make a meaningful impact as a Science Teacher in a trauma-informed, therapeutic safe home for minors. The educator will inspire curiosity and confidence in students through engaging, hands-on science instruction while also facilitating a structured, video-based math curriculum that supports individualized learning pathways.

At the heart of this role is the commitment to meeting students where they are—academically, emotionally, and developmentally. The teacher will use trauma-informed practices to create a safe, predictable, and supportive classroom environment where students feel secure enough to learn, take academic risks, and experience success.

Working collaboratively with the Education Team Leader and a dedicated team of professionals, the teacher will help design and implement individualized education plans (IEPs), monitor student progress, and adjust instruction to meet evolving needs. This role blends academic rigor with relational support, ensuring that each student receives both high-quality instruction and compassionate guidance.

The ideal candidate is passionate about science education, comfortable with blended and digital learning platforms, and skilled in building positive relationships with students who may have experienced trauma. This is a chance to be part of a mission-driven environment where education is not only about academic growth, but also about healing, stability, and long-term success.

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PRINCIPAL DUTIES

- Integrate Garland Oaks values into classroom culture
- Apply trauma-informed teaching practices to create a predictable, safe, and supportive learning environment that promotes emotional regulation, trust, and student readiness to learn
- Use restorative, strengths-based approaches to respond to student behavior, prioritizing relationship-building, de-escalation strategies, and emotional safety
- Plan and deliver engaging science instruction aligned with approved curriculum, incorporating hands-on experiments, inquiry-based learning, and differentiated supports for diverse learners in a therapeutic setting
- Facilitate a video-based math curriculum, ensuring students are actively engaged, supported, and progressing through individualized pacing requirements
- Collaborate with the Education Team Lead to develop, implement, and adjust individualized education plans (IEPs) for each student
- Partner regularly with Education Team to monitor student behavior, academic progress, and achievement of IEP goals
- Design and implement daily and weekly lesson plans for both science instruction and math curriculum facilitation based on individual student needs
- Prepare and develop lesson plans, instructional materials, lab activities, schedules, and structured learning supports
- Monitor and support each student's academic progress in science and math, providing targeted interventions as needed while communicating student progress, concerns, and instructional needs to the Team Lead in a timely and professional manner
- Reinforce instruction through small-group and individualized support across science content and video-based math learning
- Create and maintain a structured, safe, and engaging classroom environment that supports scientific exploration, emotional safety, and academic growth
- Implement trauma-informed classroom strategies such as clear routines, consistent expectations, sensory-aware supports, and proactive behavior supports
- Foster a positive classroom community that promotes respect, emotional safety, and readiness to learn
- Build and maintain positive, professional relationships with students, colleagues, and supervisors
- Maintain strict confidentiality regarding all student information and records
- Participate in ongoing in-service training, professional development, and staff meetings as required

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EDUCATION, EXPERIENCE, OTHER QUALIFICATIONS

A. Education

- Bachelor's degree (required)
- Upper level Elementary and/or Secondary Education level certification, preferred
- Valid teaching certification in Tennessee, preferred

B. Experience

- Training in trauma-informed practices, crisis prevention/intervention (e.g., CPI or similar), or restorative practices
- Familiarity with blended learning or digital/video-based curriculum platforms (especially for math facilitation)
- Experience with special education students, IEP implementation, or alternative education settings preferred
- Previous experience working with youth with emotional and behavioral challenges preferred.
- Experience working as a team.
- Proven ability to create a positive and engaging learning environment.
- Well-versed in trauma informed and responsive therapeutic interventions.

C. Character and Skills

- Patient, calm, and emotionally steady in high-stress or crisis situations
- Compassionate and strengths-based in working with youth who have experienced trauma
- Maintains clear professional boundaries while building positive, trusting relationships
- Committed to creating a safe, structured, and predictable learning environment
- Strong science instruction skills with ability to engage and differentiate for varied learners
- Comfortable facilitating a video-based or blended math curriculum with individualized pacing
- Skilled in trauma-informed practices, including de-escalation and restorative approaches
- Effective classroom management focused on relationship-building and consistency
- Strong communication and collaboration skills with staff and administration
- Organized, dependable, and able to manage planning, documentation, etc.
- Open to feedback and committed to ongoing professional growth and training
- Passionate about ending DMST and working alongside others who share that mission

D. Spiritual

- Deep faith in and abiding walk with Christ, understanding of Biblical principles and of the hope, healing, and redemptive work of Christ.
- Growing spiritual life and commitment to honoring the Lord both within Garland Oaks and beyond.
- Full agreement with and adherence to our Statement of Faith (The Lausanne Covenant).

TEACHER

COMPLIANCE RESPONSIBILITIES

- Must possess the knowledge, skills, and ability to effectively operate a 24/7 program and demonstrate flexibility to accommodate its variable scheduling demands, including the capacity to respond appropriately to incremental or severe weather conditions that may impact program operations, staffing availability, transportation, or the safety and well-being of residents.
- Comply with all applicable state and national standards for accreditation and certification, ensuring programs, documentation, and practices consistently meet regulatory and licensing requirements.
- Ensure all agency activities are conducted in full accordance with federal HIPAA regulations, safeguarding resident privacy and maintaining the confidentiality and security of all protected health information.

OTHER DUTIES

- Be capable of picking up at least 25 lbs. and climbing stairs.
- Submit all required state and federal background checks and clearance documentation.
- Once selected, successfully complete the prescribed courses of training.
- Must possess a valid Tennessee driver's license.

This job description in no way implies that the duties listed are the only ones the employee will be required to perform. The employee may be expected to perform other tasks, projects, and training as requested by his or her supervisor.

TO APPLY

Apply online at streethopetn.org/careers