



## Position Description

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### Overview

<b>Job Title:</b>	Innovation & Design Teacher
<b>Classification:</b>	Faculty
<b>FLSA Status:</b>	Exempt
<b>Supervisor:</b>	Dean of Faculty

The Innovation & Design Teacher empowers students through hands-on, project-based STEM learning rooted in design and engineering processes. By managing the Innovation Lab and guiding work in design and fabrication, the teacher fosters innovation, collaboration, and real-world problem-solving skills. The ideal candidate is passionate about unleashing creative potential in all learners and believes that students with learning differences bring unique perspectives to innovation and design. They are comfortable with differentiation, adaptable to various learning needs, and energized by helping students discover their own problem-solving strengths.

### ESSENTIAL DUTIES & RESPONSIBILITIES

- Design and deliver an engaging, differentiated curriculum that introduces students to design thinking methodologies, creative problem-solving frameworks, and innovation processes.
- Teaching will blend theoretical concepts with hands-on projects tailored to various learning styles, encouraging students to tackle real-world challenges through human-centered design approaches.
- Facilitate collaborative workshops and studio sessions where students learn to empathize with users, define problems, ideate solutions, prototype ideas, and test their concepts. This includes guiding students through iterative design cycles while providing appropriate scaffolding and support that meet individual learning needs.
- Prepare and mentor students for participation in local STEM competitions, including the Alamo Regional Science and Engineering Fair (ARSEF).
- Help students develop projects that highlight their innovative thinking and technical skills.
- Beyond classroom instruction, work closely with learning specialists to adapt lessons and materials for students with different learning profiles, fostering environments where experimentation, risk-taking, and multiple pathways to success are encouraged.

## **QUALIFICATIONS & REQUIREMENTS**

- Bachelor's degree in design, innovation, education, STEM education, or a related field is required; a Master's degree is preferred.
- Knowledge of San Antonio's STEM ecosystem and regional competitions is important.
- Experience working with students with learning differences such as dyslexia, ADHD, autism spectrum disorders, or other learning profiles is highly valued.
- Possess strong facilitation skills and the ability to create inclusive, supportive learning environments that celebrate neurodiversity and welcome different ways of thinking.
- Proficiency with design tools, prototyping methods, assistive technologies, and collaborative platforms is essential.
- Knowledge of or demonstrable willingness to use diverse materials to create like wood, cardboard, styrofoam, paper mache, metal, programming, 3D Printer, Laser Engraver, etc.
- Must demonstrate knowledge of current instructional and behavior management techniques, assistive aids, curriculum scope and sequence, and content area.
- Demonstrated knowledge of special education best practices.
- Demonstrated skills in written and oral communication.
- Proven history of supporting the development of a community-wide common language around innovation, including faculty, students, families, and local community.
- Reach out to "outside" community to collaborate and form partnerships.
- Understanding of the educational and social development of children in this age-group
- Able to provide constructive, strengths-based feedback that builds student confidence and competence.
- Able to change daily routine to meet the changing needs of students.
- Able to work effectively as a member of an interdisciplinary team.

## **RESPONSIBILITIES OF EVERY WINSTON EMPLOYEE**

- Provide students with positive reinforcement and positive redirection in accordance with *Winston's Employee Handbook*.
- Agree to uphold the mission of The Winston School San Antonio.
- Maintain strict confidentiality of all student and family information and documents in accordance with HIPAA and FERPA.
- Abide by all requirements, policies and standards of conduct as stated in the *Winston Employee Handbook*, *Winston Family Handbook* and job offer letter.
- Maintain appropriate accreditation data for current accrediting agencies, including but not limited to ISAS.
- Participate in team meetings, Professional Development and In-Service training.
- Maintain certification credentials and licensing as appropriate.
- Take all necessary precautions to protect the safety of staff, students, and families; equipment; materials and the facility.
- Perform other duties as assigned, including chaperoning, participation on field trips, assisting with and/or participation in school special events (such as Field Day, Athletic Banquet, Annual Alumni event, school dances, etc.) and other activities or tasks, that may include evenings and weekends, not listed in this job description but requested by Supervisor, Director, or Head of School.