

Elementary & Middle School Educator (Experiential, Outdoor, Leadership-Focused)

LAKE Academy | Grand Rapids, Minnesota

LAKE Academy is not a traditional school—and we are not hiring a traditional teacher.

We are building a program centered on experience, movement, challenge, and leadership. Our students are active, outdoors, and engaged in real-world learning. We're looking for someone who can **match that energy and lead from the front**.

This Role Is For Someone Who:

- Brings **high energy and presence** into a room (and outside of it)
 - Is comfortable being **on their feet, moving, leading, and engaging all day**
 - Naturally steps into the role of **coach, mentor, and leader**
 - Thrives in **outdoor, active, and sometimes unpredictable environments**
 - Wants to build something different—not fit into a traditional system
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What You'll Do

- Lead project-based and experiential learning with elementary and middle school students
 - Facilitate outdoor learning, adventure, and hands-on experiences
 - Develop leadership, confidence, and real-life skills
 - Build strong relationships in a small, connected school community
 - Collaborate with a team that is actively redefining education
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Who You Are

- You believe deeply in whole-child, non-traditional education
 - You have a growth mindset and take ownership
 - You are active, engaged, and hands-on in your work
 - Background in coaching, athletics, or leadership development is highly valued
 - You are driven, adaptable, and ready to lead
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Position Details

This is a full-time, year-round position based in Grand Rapids, Minnesota.

Our academic year runs September through May, with additional programming throughout the year.

Compensation is competitive and based on experience, with opportunities for growth as LAKE Academy expands.

How to Apply

Send the following to **support@lakeacademy.school**:

- Resume
- At least three professional references
- A short video (under 5 minutes total) answering the questions below

This does not need to be a polished video—your iPhone is great. We're looking for **energy, clarity, and a little personality**.

In your video, answer:

1. Why does this type of experience-based, non-traditional education excite you?
2. Tell us about a time you led, coached, or mentored kids or a team—what was your approach and impact?
3. We move fast and things don't always go as planned. At LAKE Academy, we value the ability to "fail fast and often" and "pivot without panic." Tell us about a time you had to adjust quickly—what did you do, and what did you learn?

Incomplete applications will not be considered.