



X SCHOOL

xschool.ca

Guide, Spark or Threshold Pod

Calgary, Alberta, Canada

Full-Time or Part-Time | Reports to: Lead, Human Competency & Academic Growth

At X School, **we hire differently**. Not because we're trying to be contrarian, but because we've been honest with ourselves about what actually makes a **child's day great, and inspires them to return, again, and again**. It's not a perfectly executed lesson plan. It's the adult in the room.

So, when we post a guide role, we share it publicly, including with families considering X School for their children. Because the criteria we hire on tells you something real about what we believe, and about who your child will spend their days with.

WHO A GUIDE IS AT X SCHOOL

A Learner Guide is an educational growth role focused on **facilitating self-directed learning** rather than traditional lecturing. Guides act as mentors who help students take ownership of their progress, build study skills, and achieve personalized goals.

Guides are the daily constant in a learner's life at X School. They're not designing curriculum, that is done by our Human Competency and Academic Growth Leads who develop the learning architecture. **Guides bring it to life**. And more importantly, **they bring themselves to it**. Their personality, their warmth, and their genuine interest in each child shapes the texture of every single day.

For families, this means your child won't be managed. They'll be known.

POSITION SUMMARY

X School is a learner-centered, neuroscience-informed independent school built on the belief that **children flourish when they feel safe, seen, and genuinely free to pursue what lights them up**. As a Guide, you will play a central role in shaping the daily experience of learners, not through instruction, but through mentorship, presence, and genuine relationship.

This is not a traditional teaching role. You won't stand at the front of a room and deliver lessons. You'll walk alongside learners, ask great questions, hold steady when things get hard, and help each child discover what they're capable of.

CORE RESPONSIBILITIES

MENTORSHIP AND COACHING

- Guide and motivate learners to set actionable goals, track their own progress, and develop independent problem-solving skills
- Build genuine, trusting relationships with each child in your pod - know their interests, their struggles, and what makes them tick
- Foster independence and accountability through personalized goal-setting and honest, caring feedback
- Model curiosity, emotional steadiness, and a growth mindset in everything you do

LEARNING FACILITATION

- Create a learner-driven environment by asking guiding questions, fostering critical thinking, and encouraging collaborative discussion rather than directing from the front
- Execute learning plans designed by the Human Competency and Academic Growth Leads, bringing them to life in a way that's authentically yours
- Use Socratic methods to deepen curiosity and help learners develop their own thinking rather than waiting for answers
- Make learning feel real, relevant, and joyful - not like something that happens to children

PROGRESS TRACKING AND COMMUNICATION

- Monitor learner progress and wellbeing on an ongoing basis, surfacing needs and patterns to Human Competency and Academic Growth Leads
- Maintain accurate learner records and contribute to regular progress updates for families
- Collaborate with the guide team and education leads through weekly check-ins and shared planning rhythms

CURRICULUM ADAPTATION AND ENVIRONMENT

- Tailor activities and facilitation approaches to match the diverse learning styles, paces, and interests within your pod
- Assist in refining study guides, practice activities, and reference materials that make learning accessible and engaging
- Help maintain a purposeful, organized, and inviting environment that supports focus and reflects X School's values
- Uphold the four freedoms that guide life at X School: freedom from fear, freedom from chaos, freedom to be, and freedom to choose

WHAT WE HIRE FOR

We've learned you can train someone on our methods. You can't train someone to genuinely love kids, to stay calm when things get hard, or to make a ten-year-old feel like the most interesting person in the room. So, we hire for those things first.

RELATIONAL DEPTH

The right guide remembers what a child mentioned last week. They notice when someone is quietly having a hard day. Warmth isn't a performance for them.

For families: your child is seen as an individual, not managed as part of a group.

EMOTIONAL STEADINESS

Learner-centered environments ask more of adults emotionally, not less. There's no hiding behind routines. A guide needs to stay present and regulated when things get unpredictable.

For families: the adult holding the space isn't reactive, and your child's nervous system can follow their lead.

GENUINE CURIOSITY

Guides don't have to be experts in everything. They have to be people who get visibly excited about learning alongside kids. That energy is contagious.

For families: your child is surrounded by adults who model what it looks like to actually care about ideas.

HONEST, DIRECT COMMUNICATION

With learners, with each other, and with you. We're not looking for people who over-promise or go quiet when things are hard.

For families: you'll hear the real picture, not a polished version of it.

CREATIVE OWNERSHIP WITHIN A FRAMEWORK

Guides aren't scripted. They work inside X School's structure and make it their own. We want your voice and personality to actually show up in the room.

For families: your child experiences a real human being, not a role being performed.

QUALIFICATIONS

WHAT WE REQUIRE

- Meaningful experience working with children in any capacity - coaching, mentoring, camps, community programs, tutoring, or similar
- A genuine track record of earning trust with kids and families
- The self-awareness to reflect honestly on hard days and keep growing
- Exceptional communication skills for engaging with children, families, and colleagues
- Adaptability, patience, and genuine responsiveness to each child's unique journey

WHAT WE DON'T REQUIRE

A traditional education degree is not required. Formal lesson planning experience is not required. The planning layer belongs to our Human Competency and Academic Growth Leads, and **we're intentionally looking for people who aren't attached to doing school the way it's always been done.**

For families reading this: we know that might feel unfamiliar. But the research is clear - what predicts a child's wellbeing and growth is the quality of their relationships with the adults around them, not those adults' credentials. We take that seriously in how we hire.

ASSETS (NOT REQUIREMENTS)

- Background in coaching, facilitation, entrepreneurship, or youth development
- Familiarity with learner-driven or self-directed education models
- **Knowledge of child development, learning differences, or social-emotional learning (SEL)**
- Experience with tools for tracking or communicating learner progress

A NOTE ON FIT

X School is a small, founder-led school in an active growth phase. **The role asks for real flexibility, genuine buy-in to a non-traditional model, and comfort with some ambiguity as we continue building.** If you thrive in places where everything is figured out, this probably isn't the right fit.

If you love being part of something that's still taking shape and want your personality to actually matter in how the school feels - keep reading.

HOW TO APPLY

FOR GUIDE APPLICANTS

Send us a short note — not a cover letter in the traditional sense — telling us who you are, what draws you to this kind of school, and one thing about working with kids that genuinely excites you. Attach whatever background material feels relevant.

Email: admin@xschool.ca **Website:** xschool.ca

FOR FAMILIES

If something here clicked for you, reach out and let's have a conversation. A tour is the best next step, and it's always low-pressure.

Email: connect@xschool.ca **Website:** xschool.ca