



Job Title: Classroom Teacher
Assignment: Various Sites
Reports To: Principal
Evaluated By: Principal
FLSA Status: Exempt

JOB SUMMARY

The Teacher promotes and develops successful learning for students, performs instructional and related duties in accordance with District policies and terms of the teacher contract. The Teacher also maintains a cooperative relationship with staff, parents, and students. The Teacher collaborates with our professional educators, promoting a culture of continuous learning for all students, and ensuring students have equitable access to high quality and culturally relevant instruction.

ESSENTIAL DUTIES AND RESPONSIBILITIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily with or without reasonable accommodation.

1. Promote high levels of achievement in relation to individual student abilities.
2. Implement techniques and methodologies appropriate to student abilities.
3. Utilize current and relevant subject matter in education.
4. Demonstrate knowledge of and ability to use research-based principles of effective instruction.
5. Organize instruction using learning objectives with clearly defined student outcomes.
6. Employ teaching strategies congruent with planned student outcomes.
7. Select teaching strategies emphasizing student involvement and engagement.
8. Monitor student learning and pace instruction accordingly.
9. Develop and maintain an environment conducive to effective student learning.
10. Provide clear, unbiased classroom behavioral expectations.
11. Ensure students understand course goals and academic expectations.
12. Provide for the health and safety of students in all instructional settings.
13. Prepare daily lesson plans and provide instruction predicated on course goals and objectives.
14. Implement and communicate appropriate standards-based grading practices.
15. Model personal behaviors of honesty, fairness, courtesy and consideration.
16. Maintain a cooperative relationship with administration, staff, students, and parents.
17. Share appropriate information with parents and with other staff members.
18. Work collaboratively in professional learning communities to provide documentation of students' progress.
19. Provide timely and accurate feedback/documentation to students, parents, and, as appropriate, colleagues and administrators.
20. Cultivate and model a respectful working and learning environment.
21. Annually pass the District's required online training by the District's assigned due-date.
22. Follow site and/or District protocol for reporting absences.
23. Utilize the District's electronic systems and applications related to the job.
24. Maintain appropriate records of student performance within district approved grading system.
25. Exhibit personal interest to encourage student interest in the subject area.
26. Maintain an ongoing personal program of professional growth and development.
27. Develop and implement annually an approved plan for professional growth and development.
28. Participate in District sponsored in-service offerings appropriate to assignment.

OTHER DUTIES AND RESPONSIBILITIES

This organization believes that every individual makes a significant contribution to our success. That contribution should not be limited to assigned responsibilities. Therefore, this position description is designed to define primary duties, qualifications, and job scope but should not limit the incumbent nor the organization to the work identified. We expect every employee to offer their services wherever and whenever necessary, to ensure the meeting of school and district goals.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below represent the knowledge, skills, and abilities required.

Education and Experience: A minimum of a Bachelor's degree from an accredited institution. Previous successful teaching experience preferred.

License/Certification: A valid and current State of Oregon (or reciprocal state) Teaching license (TSPC approved).

Leadership: Demonstrated commitment to equity and strengthening engagement of diverse student populations.

Interpersonal Skills: Values and ensures inclusion of all voices; focuses on resolving conflict; listening without interrupting; remains calm and open to others in tense or difficult situations.

Technology: General skills and knowledge of computer usage and the ability to learn, understand, and use various software systems.

PHYSICAL DEMANDS

The physical demands described here represent those that must be met by an employee to perform the essential functions of this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The employee is regularly required to communicate with others, including understanding and being understood. While much of the work will be completed in an office or classroom environment, the employee will need to move between buildings and throughout the District. This position requires use of various digital systems, software, and hardware for communication, budgeting, and compliance. This position will require some travel outside the District.

WORK ENVIRONMENT

The work environment characteristics described here represent those employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually low to moderate, but occasionally high depending upon student activities. The employee is occasionally exposed to wet or humid conditions and outdoor weather conditions. Employee may be exposed to bloodborne pathogens.

VALUES

The District is focused on eliminating systemic racism and its impact on student learning. ASD is committed to equal opportunity and nondiscrimination in all its educational and employment activities. The District prohibits discrimination based on race; national or ethnic origin; color; sex; religion; age; sexual orientation; gender expression or identity; pregnancy; marital status; familial status; economic status or source of income; mental or physical disability or perceived disability; or military service. Ashland Public Schools is an equal opportunity and affirmative action employer.

Note: This is not necessarily an exhaustive or all-inclusive list of responsibilities, skills, duties, requirements, efforts, functions, or working conditions associated with the job. This job description is not a contract of employment or a promise or guarantee of any specific terms or conditions of employment. The school district may add to, modify or delete any aspect of this job (or the position itself) at any time as it deems advisable.

Prepared By: Laurie Rooper
Reviewed By:

Prepared Date: July 2020
Review Date:

Adopted:

I have read and understand this job description.

Signature:

Date:
