

CHEROKEE COMMUNITY SCHOOL DISTRICT

Title: Teacher

Job Summary:

To help students learn concepts and skills of a particular subject matter. This learning will contribute to the students' development as mature, able and responsible men and women.

Responsibilities:

- Demonstrates the ability to enhance academic performance and support for and implementation of the school district's student achievement goals.
- Demonstrates competence in content knowledge appropriate to the teaching position.
- Demonstrates competence in planning and preparing for instruction.
- Uses strategies to deliver instruction that meets the multiple learning needs of students.
- Uses a variety of methods to monitor student learning.
- Demonstrates competence in classroom management.
- Engages in professional growth.
- Fulfills professional responsibilities established by the school district.

Essential Functions/Knowledge, Skills and Abilities:

Planning and Preparation:

Demonstrating Knowledge of Content and Pedagogy

- Knowledge of content
- Knowledge of prerequisite relationships
- Knowledge of content-related pedagogy

Demonstrating Knowledge of Students

- Knowledge of characteristics of age group
- Knowledge of students' varied approaches to learning
- Knowledge of students' skills and knowledge
- Knowledge of students' interests and cultural heritage

Selecting Instructional Goals

- Value
- Clarity
- Suitability for diverse students

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- Balance

Demonstrating Knowledge of Resources

- Resources of teaching
- Resources of students

Designing Coherent Instruction

- Learning activities
- Instructional materials and resources
- Instructional groups
- Lesson and unit structure

Assessing Student learning

- Congruence with instructional goals
- Criteria and standards
- Use of planning

The Classroom Environment

- Creating an Environment of Respect and Rapport
 - Teacher interaction with students
 - Student interaction
- Establishing a Culture for Learning
 - Importance of the content
 - Student pride in work
 - Expectations for learning and achievement
- Managing Classroom Procedures
 - Management of instructional groups
 - Management of transitions
 - Management of materials and supplies
 - Performance of non-instructional duties
 - Supervision of volunteers and paraprofessionals
- Managing Student Behavior
 - Expectations
 - Monitoring of student behavior
 - Response to student behavior
- Organizing Physical Space
 - Safety and arrangement of furniture
 - Accessibility to learning and use of physical resources

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Instruction

- Communicating Clearly and Accurately
 - Directions and procedures
 - Oral and written language
- Using Questioning and Discussion Techniques
 - Quality of questions
 - Discussion techniques
 - Student participation
- Engaging Students in Learning
 - Representation of content
 - Activities and assignment
 - Grouping of students
 - Instructional materials and resources
 - Structure and pacing
- Providing Feedback to Students
 - Quality: accurate, substantive, constructive, and specific
 - Timelines
- Demonstrating Flexibility and Responsibilities
 - Lesson adjustments
 - Response to students
 - Persistence

Professional Responsibilities

- Reflecting on Teaching
 - Accuracy
 - Use of future teaching
- Maintaining Accurate Records
 - Student completion of assignments
 - Student progress in learning
 - Non-instructional records
- Communicating with Families
 - Information about the instructional program
 - Information about individual students
 - Engagement of families in the instructional program
- Contributing to the School and District
 - Relationships with colleagues
 - Service to the school
 - Participation in the school and district projects
- Growing and Developing Professionally
 - Enhancement of content knowledge and pedagogical skill

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- Service to the profession
- Showing Professionalism
 - Service to students
 - Advocacy
 - Ethics
 - Decision making

Qualifications:

- Certificate, Teaching License or other legal credential required
- Degree(s) required and area of major study
- Prior Job experience (if necessary or preferred)
- Such alternatives to the above qualifications as the Board of Education may find appropriate and acceptable

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