

JOB DESCRIPTION

May 2014

Placer County Office of Education
360 Nevada Street
Auburn, CA 95603

TEACHER, PATHWAYS CHARTER SCHOOL

General Purpose:

A Teacher, Pathways Charter School is responsible to the County Superintendent and works under the direct supervision of the designated manager(s). The Teacher, Pathways Charter School, has an unwavering belief that all students can achieve and works as part of a professional learning community in a relentless pursuit of student success. Pathways teachers work in non-traditional settings in either an independent study model or a classroom model, and work with diverse learners.

Essential Functions and Responsibilities include the following. Other duties may be assigned as required:

Contribute to a School Culture Committed to High Levels of Learning for all Students

- Upholds commitment to the mission of the school.
- Maintains a relentless focus on student achievement.
- Helps to envision, create and contribute to a positive, engaging learning environment and exhibits positive rapport with students, parents and staff.
- Promotes a culture of achievement and support, and uses formal and informal assessments to determine students' need for reteaching, enrichment or intervention.
- Implements Positive Behavior Intervention and Support to maintain a culture of inclusion and clear expectations for student behavior.
- Communicates openly and honestly with all staff, and works collaboratively with district and community partners for the benefit of students.
- Takes on leadership roles within the team and demonstrates a commitment to work interdependently with other teachers and administrators.
- Participates in, and applies, professional development to support individual growth and growth as a professional learning team.
- Collaborates with outside agencies and community organizations to support student success.

Curriculum and Instruction

- Prepares and delivers standards-based lessons in multi-grade classroom settings, one-on-one, and/or in a team teaching context.
- Assists in the unpacking of common core state standards and development of curriculum maps.
- Designs curriculum and executes a scope and sequence and long-term plans integrating resources from a variety of sources and linking lessons to real world application and career pathways.
- Designs and implements interdisciplinary curriculum units that cover multiple standards and require students to engage in critical thinking about complex problems.
- Ensures student learning and outcomes are aligned with the California Common Core State Standards.
- Plans instruction and lessons reflective of the expected depth of knowledge in the common core standards.
- Develops, implements and monitors an individual learning plan for each student.
- Differentiates for students at all levels to ensure that all students are progressing and gaps in achievement are closing.

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- Implements Individual Education Plans (IEPs) and ensures that individual student needs are met.
- Remains current on educational research and best practice and applies these to lesson design and daily instruction.
- Embeds technology seamlessly as an instructional tool to connect learning to the broader world.

Learning Outcomes, Assessment, Intervention and Enrichment

- Clearly presents learning outcomes to students and makes relevant connections to students' lives, interests and career pathways.
- Participates as part of a high performing professional learning community using student work and assessment results to improve instruction.
- Involves students in monitoring and reporting their own progress, provides multiple opportunities for students to demonstrate proficiency, and assigns subject and course grades consistent with research-based practices that accelerate student learning.
- Analyzes student assessment data and student work, and evaluates this data to implement informed, strategic instructional decisions.
- Seeks to constantly develop and improve teaching practices through ongoing feedback and analysis of data gathered through common assessments.
- Participates in coaching and professional growth opportunities to improve instructional practice and support others to improve their craft.
- Ensures students who are struggling receive additional time and support, including beyond the regular school day, to master essential learning outcomes, and provides enrichment opportunities for students who have demonstrated mastery of essential learning outcomes.

Minimum Qualifications:

Employment Eligibility:

- Successful candidate must provide proof of employment eligibility and verification of legal right to work in the United States in compliance with the Immigration Reform and Control Act.

Education:

- A Master's degree is preferred.

Experience:

- History of student achievement and strong classroom management.
- Demonstrated knowledge, expertise, and effectiveness in the core subject areas are required.
- Experience working as part of a collaborative instructional team is preferred.

Knowledge, Skills and Abilities:

- Knowledge of Professional Learning Communities and Response to Intervention philosophies and practices.
- Knowledge of California Common Core State Standards and expectations for student proficiency.
- Knowledge of effective instructional practices.
- Skills and ability to analyze student assessment data, evaluate student needs, and provide targeted instruction to meet student needs.

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- Skills and ability to motivate, challenge and guide others in the improvement of educational programs and student services.
- Skills and ability to conceptualize new ideas and approaches, and integrate them into a coherent program.
- Ability to use digital tools and strategies such as learning management systems, Office Suite, collaboration tools and standard classroom hardware.

Qualities and Attributes:

- High expectations - a deep belief that all students can learn and succeed.
- Willingness to take responsibility for student learning.
- Willingness to be available to students and parents beyond contract hours.
- Team player/communicates openly and honestly with all staff members.
- Optimistic attitude - demonstrates the resiliency needed to excel.
- Seeks feedback as a valuable tool for professional growth.
- Sees student assessment results as essential tools for improving instruction.
- Reflective, hardworking, dedicated.
- Strategic thinker.

Certificates & Licenses:

- Must possess a valid California driver's license issued by the State Department of Motor Vehicles.
- Must possess a valid California teaching credential based upon a bachelor's degree and student teaching.
- Must possess authorization to teach English Language Learners.
- No Child Left Behind (NCLB) highly qualified compliance required, when assigned to teach in NCLB core subject areas.

Clearances:

- Criminal Justice Fingerprint Clearance
- TB Clearance

Work Environment:

- Work is performed in an office or school environment, continuous contact with staff, and representatives of other agencies.

Physical Requirements:

- The usual and customary methods of performing the job's functions requires the following physical demands: occasional lifting, carrying, pushing and/or pulling; some climbing and balancing, some stooping, kneeling, crouching; reaching, handling, fingering and/or feeling.
- Manual dexterity to operate a telephone and enter data into a computer.
- Facility to sit at a desk, conference table or in meetings of various configurations for extended periods of time with or without reasonable accommodation.
- Facility to see and read, with or without visual aids, laws and codes, rules, policies and other printed matter, and computer screens and printouts with or without reasonable accommodation.
- Facility to hear and understand speech at normal room levels and to hear and understand speech on the telephone with or without reasonable accommodation.
- Facility to speak in audible tones so that others may understand clearly in normal conversations, in training sessions, and other meetings with or without reasonable accommodation.

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- When applicable, facility to determine and differentiate colors with or without reasonable accommodation.
- When applicable, facility to drive an automobile or to arrange a consistent method of transportation.

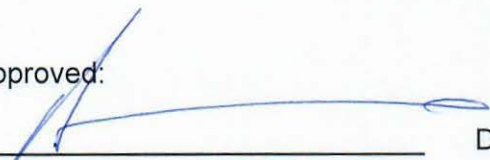
Note: This list of essential functions and physical requirements is not exhaustive and may be supplemented as necessary.


FLSA Status: Exempt

Employee Group: Certificated

Salary Grade: Placement based upon education, experience and qualifications

Reviewed and Approved:

Supervisor:  Date: 5-12-14

Human Resources:  Date: 5/12/14