

Teacher Job Description



Salary:	Teacher Salary Scale + 8.5-13% Supplement
Reports to:	Principal
Supervises:	May coordinate and direct the activities of teacher assistants.
Job Goals:	To plan, organize, and present instruction and instructional environments that help students learn subject matter and skills that will contribute to their educational and social development in the 21st century.

QUALIFICATIONS:

1. Minimum Bachelor's degree from an approved education program in subject area.
2. NC Teaching License or have qualifications to obtain a NC teaching license.
3. Strong background in North Carolina Course of Study/Common Core and Essential Standards.

PERFORMANCE RESPONSIBILITIES:

1. Ability to differentiate instruction to meet the needs of all learners.
2. Ability to plan, coordinate, and continuously improve instruction.
3. Ability to analyze situations, determine possible options, and make appropriate decisions based on the data.
4. Must be able to use a variety of equipment and classroom tools.
5. Ability to manage instructional time and student behavior.
6. Ability to motivate students.
7. Ability to consult with parents, teachers, administrators, and the community to enhance the learning of students.
8. Ability to monitor student performance.
9. Ability to interact within the educational environment.
10. Ability to perform non-instructional duties as assigned.

KNOWLEDGE AND SKILLS:

STANDARD I: Teachers Demonstrate Leadership

The Teacher:

- a. Leads in the classroom by taking responsibility for all students' learning.
- b. Demonstrates leadership in the school by working collaboratively with all school personnel to create a professional learning community.
- c. Leads the teaching profession by striving to improve the profession.
- d. Advocates for schools and students by promoting positive change in policies and practices affecting student learning.
- e. Demonstrates high ethical standards by upholding the Code of Ethics and Standards for Professional Conduct



STANDARD II: Teachers Establish a Respectful Environment for a Diverse Population of Students
The Teacher:

- a. Provides an environment in which each child has a positive, nurturing relationship with caring adults by encouraging a climate that is inviting, respectful, supportive, inclusive, and flexible.
- b. Embraces diversity in the school community and in the world by demonstrating knowledge of diverse cultures.
- c. Treats students as individuals by maintaining high expectations for all students; and by appreciating differences and valuing contributions.
- d. Adapts teaching for the benefit of students with special needs by collaborating with specialists.
- e. Works collaboratively with the families and significant adults in the lives of their students by improving communication and collaboration between the school and the home and community.

STANDARD III: Teachers Know the Content They Teach

The Teacher:

- a. Aligns instruction with the North Carolina Standard Course of Study.
- b. Knows the content appropriate to teaching specialty by bringing a richness and depth of understanding to the classroom.
- c. Recognizes the interconnectedness of content areas/discipline by knowing the links and vertical alignment of grade or subject taught.
- d. Makes instruction relevant to students by incorporating 21st century life skills into teaching deliberately, strategically, and broadly.

STANDARD IV: Teachers Facilitate Learning for Their Students

The Teacher:

- a. Knows the ways in which learning takes place and the appropriate levels of intellectual, physical, social, and emotional development of students by knowing how students think and learn.
- b. Plans instruction appropriate for students by collaborating with colleagues and using a variety of data sources for planning.
- c. Uses a variety of instructional methods by choosing methods and techniques that are most effective in meeting the needs of students.
- d. Integrates and utilizes technology in instruction by knowing when and how to use technology to maximize student learning.
- e. Helps students develop critical thinking and problem-solving skills by encouraging students to ask questions, think creatively, and draw conclusions.
- f. Helps students work in teams and develop leadership qualities by teaching the importance of cooperation and collaboration.
- g. Communicates effectively in ways that are clearly understood by students.
- h. Uses a variety of methods to assess what each student has learned by using multiple indicators to evaluate student progress.

STANDARD V: Teachers Reflect on Their Practice

The Teacher:

- a. Analyzes student learning by thinking systematically and critically about student learning.
- b. Links professional growth to professional goals by participating in continued, high quality professional development that reflects a global view of educational practices.
- c. Functions effectively in a complex, dynamic environment by understanding that change is constant.



TERM OF EMPLOYMENT: 10 Months, unless otherwise specified.

EVALUATION: Performance will be evaluated in the NC Educator Effectiveness System, in accordance with provisions of the Board's policy on evaluation of personnel.

INSTRUCTIONS TO APPLICANTS: Follow the Hiring Process Instructions on the Buncombe County School's website: www.buncombeschools.org/careers

BUNCOMBE COUNTY SCHOOLS IS AN EQUAL OPPORTUNITY EMPLOYER

