



Northridge Local School District

Empowering All Students To Reach Their Fullest Potential.

JOB DESCRIPTION

Job Title	TEACHER
Reports To	Principal and Assistant Principal
Job Objectives	Plans and implements assigned instructional programs.
Salary Information	Per negotiated agreement.
Minimum Qualifications	<ul style="list-style-type: none">• Holds/maintains required Ohio Department of Education credentials.• Acts according to the Licensure Code of Professional Conduct for Ohio Educators.• Embraces high-performance standards (e.g., engagement, proficiency, resilience, etc.)• Maintains a record free of criminal violations that prohibit public school employment.
Preferred Attributes	Active listening, creative problem solving, and good time management skills.
Physical Demand (Level 1)	<p>Sedentary strength (seldom lifting/carrying more than 11 lbs.). Duties require communicating verbally, far/near visual acuity, fine/gross manipulation, reaching at or below shoulder height, standing/walking, stooping, and using a traditional keyboard.</p> <ul style="list-style-type: none">• ¹ Abridged U.S. Department of Labor documentation of physical demand characteristics. <p>Note: Assignment-specific skills and other physical demands deemed appropriate by the board may be delineated at the time of appointment.</p>
Essential Functions	<p>Maintains in-depth knowledge of subject matter and pedagogy. Implements best practices that support continuous improvement in student participation and achievement.</p> <ul style="list-style-type: none">• Develops lesson plans consistent with state learning standards and district curriculum goals.• Helps students develop educational goals that are attainable, measurable, relevant, and specific.• Aligns teaching strategies with the learning styles of students.• Implements evidence-based instructional strategies that produce quantifiable benefits within well-defined time frames.• Uses formative and summative assessments to track student progress. Provides timely feedback.• Participates in team meetings. Uses comprehensive assessments to obtain objective student data. Plans services relevant to needs. Supports student access to inclusive educational opportunities.

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	<ul style="list-style-type: none">• Uses positive behavioral interventions and supports to maintain discipline. Helps students acquire appropriate functional skills (e.g., communication, self-regulation, socialization, etc.)• Maintains effective document and records management systems.• Prepares timely files. Monitors reporting deadlines. Complies with district records retention and disposal policies.• Proctors mandated testing activities. Upholds test security procedures.• Ensures student lists, lesson plans, and teaching materials are readily available for substitutes. <p>Consistently performs all aspects of the job. Diligently pursues high quality results.</p> <ul style="list-style-type: none">• Develops mutually respectful relationships with co-workers. Functions as part of a cohesive team.• Maintains a professional appearance. Wears work attire appropriate for the position.• Helps ensure the accuracy and privacy of confidential information.• Sustains an acceptable attendance record. Consistently complies with established work schedules. <p>Maintains open/effective communications. Serves as a reliable information resource.</p> <ul style="list-style-type: none">• Fosters goodwill and encourages relationships that enhance public support for the district.• Refers administrative procedure and district policy questions to an appropriate administrator.• Supports equality, diversity, and inclusion. Uses tact and diplomacy to resolve differences fairly. <p>Pursues opportunities to enhance job knowledge and skill proficiency.</p> <ul style="list-style-type: none">• Keeps current with standards and practices associated with work duties.• Updates skills as needed to use task-appropriate technology effectively. <p>Keeps current with emergency preparedness and response procedures.</p> <ul style="list-style-type: none">• Complies with health and safety protocols to mitigate workplace risks.• Protects district property. Take precautions to prevent the loss of equipment and supplies.• Take action to address harassment or aggressive behavior.• Complies with all legal statutes when dealing with discrimination, inappropriate behavior, or suspected child abuse/neglect. <p>Performs other specific job-related duties as directed.</p> <ul style="list-style-type: none">• Helps to implement district strategies to advance organizational goals.• Staff members are expected to serve as role models for students in how to conduct themselves as citizens and as responsible, intelligent human beings.
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	<ul style="list-style-type: none">The employee shall remain free of any alcohol or nonprescribed controlled substance abuse in the workplace throughout his/her employment in the District.
Performance Evaluation	Employee performance is evaluated according to applicable law, board policies, contractual agreements, and district administrative procedures.
Working Conditions	<p>The district offers equal employment opportunity without regard to age, color, disability, genetic information, military status, national origin, race, religion, sex (including gender identity, pregnancy, and sexual orientation), or any other legally protected category.</p> <p>The district maintains a drug and alcohol-free work environment to prevent the adverse impact of substance abuse on employee performance and protect the rights of co-workers and the public.</p> <p>Safety is essential to job performance. All employees are required to comply with workplace health/safety regulations and district policies when duties entail any of the following situations:</p> <ul style="list-style-type: none">Encounters with aggressive, angry, rude, or unpleasant individuals.Exposure to air-borne particulates, chemicals, combustible materials, electrical hazards, loud noises, moving mechanical parts, odors, slippery/uneven surfaces, etc.Exposure to blood-borne pathogens or contagious diseases.Exposure to severe weather conditions or temperature extremes.Movements that require balancing, bending, climbing, crouching, kneeling, or reaching.Operating or riding in a vehicle. Working in or near vehicular traffic.Performing tasks that require complex sequencing, dexterity, strength, stamina, etc.Traveling to meetings and work assignments.Working at heights, in confined spaces, or under diminished/variable lighting.
<p>This job description document does not establish a contract or alter board-authorized employment agreements. Employee benefits, classifications, contract durations, skill sets, wage rates, and work schedules may vary by assignment. This summary document describes typical job functions and does not represent an exhaustive list of all possible work responsibilities.</p> <p>Employee duties may change in response to collective bargaining agreements, funding variables, modified operating procedures, program/service adjustments, regulatory compliance, technological innovations, and unforeseen events.</p> <p>The district offers equal employment opportunity without regard to age, color, disability, genetic information, military status, national origin, race, religion, sex (including gender identity, pregnancy, and sexual orientation), or any other legally protected category.</p>	

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