Job Title: ACE Teacher (PK-5)

Wage/Hour Status: Exempt

Reports to: Principal

Pay Grade: BAC/ MAS

Dept./School: Perales Elementary

Date Revised: 05/2026

Background:

Perales Elementary will continue its ACE journey during the 2026–2027 school year by building upon the strong foundation already established through the ACE model. Staff at Perales Elementary will continue engaging in ongoing professional growth and educational opportunities offered through the program. Students will continue to benefit from high-quality instruction, strong social-emotional learning programs, and intentional coursework designed to prepare them for success beyond elementary school.

Who We Are Looking For

We are seeking ACE Teachers who are passionate about accelerating student achievement and committed to ensuring that every student meets high academic expectations. ACE Teachers believe deeply in the potential of all students and are driven to close achievement gaps through strong instruction, intentional relationships, and continuous improvement.

The ideal candidate is a high-impact classroom educator who thrives in a fast-paced, high-expectations environment and is eager to grow professionally. ACE Teachers are reflective practitioners who use data to inform instruction, actively seek feedback, and continuously refine their practice to better meet student needs.

Successful candidates will demonstrate strength in planning and delivering rigorous, standards-aligned instruction, using high-quality instructional materials, and creating a structured, supportive classroom environment where students feel safe, challenged, and engaged. ACE Teachers collaborate closely with instructional leaders and colleagues, contribute positively to campus culture, and take ownership of student outcomes.

ACE Teachers must be adaptable, resilient, and mission-driven. This role is ideal for educators who are energized by challenge, committed to teamwork, and motivated by the opportunity to make a meaningful difference for students in a transformative school setting.

Why Join Edgewood ISD

You will be joining a district grounded in community values and focused on student success. Edgewood ISD is committed to developing strong school leaders through targeted support, high-quality professional learning, and a focus on continuous improvement. In this role, you will have the opportunity to lead meaningful outcomes while strengthening trust and partnership with students, families, staff, and the broader community.

Key Characteristics of an ACE School

All ACE campuses in Edgewood ISD provide extended learning time and enrichment to support students academically, socially, and emotionally. ACE campuses emphasize strategic staffing, a culture of high expectations, and additional learning opportunities beyond the regular school day.

Leaders, teachers and staff:

- Promote an inspiring college-going culture of high expectations
- Demonstrate an unwavering belief that ALL students can and will achieve
- Have a pervasive growth mindset for students and adults with a commitment to continuous improvement
- Use high-quality instructional materials and instructional best practices to accelerate learning for all students, creating faster and more growth for students
- Are committed to data driven instruction to diagnose needs, adjust and measure progress
- Value and invest in parent and community partnerships
- Are fully focused on transformation and establishing a beacon within the community

ACE Teacher Qualifications:

Education/Certification:

- Bachelor's degree from accredited university
- Valid Texas teaching certificate with required endorsements or required training for subject area and grade level assigned
- Demonstrated competency in the core academic subject area assigned
- Candidate must have satisfactory outcome of fingerprinting background check. Non-refundable fee (approximately $50.00) paid by the employee

Special Knowledge/Skills:

- Strong knowledge of core academic subject/grade level assigned
- Strong knowledge of curriculum and instruction and various pedagogical strategies
- Effective learning management and demonstrated ability to engage students in meaningful learning experiences Effective organizational, communication, and interpersonal skills

Experience:

- At least two years of teaching experience

Candidate Mindsets:

- Equity - Believes in the academic potential of all students and that all students deserve quality and high-impact learning experiences
- Respect - Acknowledges the positive contributions of students, families, colleagues, and the community and the many assets that each student has in their lives
- Personal Responsibility - Demonstrates ownership of student achievement and their pivotal role in their students' educational journey

Commitment:

- Initiative - Proactively implements interventions to improve outcomes
- Perseverance - Overcomes obstacles and works relentlessly to pursue goals
- Professionalism - Works collaboratively with colleagues & demonstrates self-control under stress
- Adaptability - Seeks out and implements feedback

Candidate Achievement:

- Leadership - Demonstrates past leadership roles on campus or in community
- Academic Success - Takes a student-centered approach to classroom instruction and is results-orientated in identify student progress Results-Oriented and Student Centered
- Relationship-Building - Connects to and builds relationships with people from diverse backgrounds

Instructional Practices

1. Uses data-Driven Instruction-Tracks progress toward measurable goals.
2. Differentiates instruction based on student needs.
3. Sets high expectations and implements procedures to successfully manage student behavior.
4. Creates rigorous and engaging lesson plans.
5. Collaborates within the instructional community to best serve all student populations.
6. Demonstrates mastery of content.
7. Is a positive role model for students, support mission of school district.
8. Creates a classroom environment that is conducive to learning and appropriate for the physical, social, and emotional development of students.
9. Establishes and maintains open communication by conducting conferences with parents, students, principals, and teachers.
10. Maintains professional relationships with colleagues, students, parents, and community members.
11. Uses effective communication skills to present information accurately and clearly.
12. Participates in staff development activities to improve instructional practices.
13. Has knowledge and understanding of current educational research and practices.
14. Actively seeks out opportunities and demonstrates a willingness to enact new teaching strategies and techniques.
15. Keeps informed of and complies with state, district, and school regulations and policies for classroom teachers.
16. Compiles, maintains, and files all physical and computerized reports, records, and other documents required regarding student data.
17. Attends and participates in faculty meetings and serves on staff committees as required.
18. Attendance at work is an essential job function.
19. Perform all other duties as assigned.

Supplemental Responsibilities

- Additional hours weekly for tutoring, planning and/or professional development

Supervisory Responsibilities:

- Supervise assigned teacher aide(s).

Mental Demands/Physical Demands/Environmental Factors:

Work Environment: Computer, computer software programs and peripherals, resource materials and equipment, copier, fax, and other equipment applicable to position. Frequent exposure to temperature extremes (hot and cold), humidity extremes, noise. Occasional exposure to biological hazards (communicable diseases, bacteria, insects, mold, fungi, etc.).

Physical Demands/ Requirements: Maintain emotional control under stress. Work with frequent interruptions/ deadlines; frequent sitting, standing, walking, climbing, balancing, pulling, and pushing; reaching, repetitive hand motions, hearing, speaking clearly, visual acuity and prolonged data input; occasional lift/carry light, moderate 15-44 pounds.

Environment: Inside, outside, prolonged and irregular hours; regular exposure to noise

Edgewood Independent School District does not discriminate against any employee or applicant for employment because of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), age, national origin, disability, military status, genetic information, or on any other basis prohibited by law.

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Approved by _____ Date _____

Reviewed by _____ Date _____