

EAST ORANGE SCHOOL DISTRICT

East Orange, New Jersey



Teacher

Reports To: School Principal or Designee

Position Summary

The Teacher is responsible for planning, implementing, and evaluating instructional programs that support student academic achievement and personal development. Teachers create and maintain a safe, inclusive, and engaging learning environment that promotes high expectations for all students.

Teachers collaborate with colleagues, families, and administrators to ensure the delivery of a rigorous, standards-based curriculum aligned with New Jersey Student Learning Standards (NJSLs) and district initiatives.

ESSENTIAL DUTIES AND RESPONSIBILITIES

A. INSTRUCTIONAL PRACTICE

1. Planning and Preparation

Teachers will:

- Develop and implement standards-aligned lesson plans based on district curriculum and New Jersey Student Learning Standards.
- Establish clear, measurable learning objectives with appropriate assessment strategies.
- Utilize student performance data to guide instructional planning and differentiation.
- Design lessons that incorporate critical thinking, problem-solving, and real-world applications.
- Integrate instructional technology and digital resources to enhance learning.
- Differentiate instruction to address diverse learning needs, including students with disabilities, English Language Learners, and gifted learners.

2. Instructional Delivery

Teachers will:

- Demonstrate strong content knowledge and pedagogical practices.
- Communicate lesson objectives and expectations clearly to students.
- Use a variety of research-based instructional strategies, including collaborative learning, inquiry-based instruction, and project-based learning.

- Engage students actively in the learning process.
- Promote student voice, engagement, and leadership.
- Foster critical thinking, creativity, and problem-solving skills.
- Implement technology-enhanced instruction where appropriate.

3. Assessment and Data Use

Teachers will:

- Use formative and summative assessments to monitor student progress.
- Maintain accurate records of grades, attendance, and student performance data.
- Use assessment results to adjust instruction and provide targeted interventions.
- Communicate grading criteria and performance expectations to students and families.
- Participate in data team meetings and collaborative analysis of student performance.

4. Classroom Environment and Management

Teachers will:

- Establish a positive, safe, and inclusive classroom environment.
- Implement classroom management practices that support student engagement and respect.
- Maintain fairness, consistency, and professionalism in interactions with students.
- Promote student responsibility, accountability, and leadership.
- Ensure proper care and accountability of instructional materials, equipment, and supplies.
- Adhere to all district safety and student supervision protocols.

B. HUMAN RELATIONS

1. Student Relationships

Teachers will:

- Demonstrate respect, empathy, and fairness toward all students.
- Foster a classroom culture that supports equity, diversity, and inclusion.
- Encourage students to develop confidence, self-discipline, and personal responsibility.
- Serve as a positive role model for students.

2. Family and Community Engagement

Teachers will:

- Maintain open and consistent communication with parents/guardians.
- Provide information about course expectations, student progress, and academic support resources.
- Collaborate with families to support student success and well-being.

3. Professional Collaboration

Teachers will:

- Work collaboratively with administrators, teachers, and support staff to advance district goals.
- Participate in Professional Learning Communities (PLCs) and collaborative planning.
- Demonstrate professional and ethical conduct in all interactions.

C. SCHOOL AND DISTRICT CONTRIBUTIONS

Teachers will:

- Comply with district policies, administrative procedures, and state regulations.
- Support school initiatives that promote student achievement and school improvement.
- Participate in staff meetings, committees, and school events as required.
- Contribute positively to the school climate and culture.
- Demonstrate punctuality and regular attendance consistent with district policy.

D. PROFESSIONAL RESPONSIBILITIES AND GROWTH

Teachers will:

- Participate in ongoing professional development aligned with district and state requirements.
- Develop and implement Professional Development Plans (PDPs) or improvement plans when required.
- Seek feedback and use constructive suggestions to improve instructional practice.
- Remain informed of current research, educational practices, and instructional technology.
- Share professional learning with colleagues when appropriate.

Qualifications

- Bachelor's Degree from an accredited institution.
- Valid New Jersey Instructional Certificate appropriate for the assignment.
- Demonstrated knowledge of curriculum, instructional strategies, and student assessment practices.
- Strong written, verbal, and interpersonal communication skills.
- Successful completion of required criminal history background check and compliance with all state employment requirements.

PHYSICAL ABILITIES AND WORKING CONDITIONS OF CONTINUED EMPLOYMENT

The Physical Abilities and Other Conditions of Continued Employment listed in this section are representative but are not intended to provide an exhaustive list of Physical Abilities and Other Conditions of Continued Employment which may be required of this position.

The East Orange School District encourages persons with disabilities who are interested in employment in this class and need reasonable accommodations to contact the Division of Labor Relations and Employment Services.

Vision: (which may be corrected) to read small print; view a computer screen for prolonged periods

Hearing: (which may be corrected) to answer telephones and tolerate exposure to noisy conditions

Speech: to be understood in face-to-face communications; to speak with a level of proficiency and volume to be understood over a telephone

Upper Body Mobility: use hands and fingers to feel, grasp, and manipulate small objects; manipulate fingers, twist and bend at wrist and elbow; extend arm to reach outward and upward; use hands and arms to lift objects; turn, raise and lower head

Strength: moderate to heavy lifting, pushing, pulling or carrying is occasionally required; to lift, push, pull and/or carry objects which weigh as much as 15 pounds on a frequent basis; ability to walk frequently

Environmental Requirements: encounter constant work interruptions; work cooperatively with others; work independently; work indoors;

Mental Requirements: read, write, understand, interpret and apply information at a moderately complex level essential for successful job performance; math skills at a high school proficiency level; judgement and the ability to process information quickly, learn quickly and follow verbal procedures and standards; give verbal instruction; rank tasks in order of importance; copy, compare, compile, and coordinate information and records

Application Procedure

Interested applicants must submit an application and supporting credentials through the district's online application system: <https://www.applitrack.com/eosd/onlineapp/>

Selection Process

1. Review of application and credentials
2. Interview with district administration
3. Recommendation to the Superintendent
4. Final appointment by the East Orange Board of Education in accordance with Board policies

Term of Employment: Ten-Month Work Year

Salary: Shall be in accordance with the negotiated agreement between the East Orange Board of Education and the East Orange Education Association (EOEA).

Equal Employment Opportunity

The East Orange School District is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, gender identity, sexual orientation, national origin, disability, or any other protected classification.

Approved by the East Orange Board of Education: Mar 17, 2026

Revised 3/7/2026