

Goochland

COUNTY PUBLIC SCHOOLS

Position	General Education Teacher
Type	Full Time
Work Schedule	200 days (10-month contract)
Salary Range	Bachelors: \$56,494 - \$77,977 Masters: \$59,036 - \$81,486

The General Education Teacher is responsible for the strategic planning, organization, and implementation of a rigorous instructional program within an elementary or secondary learning environment. This role is dedicated to guiding and empowering students to reach their full academic and personal potential through high-quality pedagogy and differentiated instruction.

Working under the supervision of the School Principal, the teacher serves as a primary facilitator of student growth, ensuring that all educational activities align with Virginia Standards of Learning (SOL) and Goochland County Public Schools' mission. The incumbent is expected to foster a safe, engaging, and results-oriented classroom culture that prepares students for success in a global society.

Essential Duties and Responsibilities

- Plans, prepares and facilitates engaging instruction to diverse learners each day.
- Develops lesson plans, activities, and assessments that are in accordance with established procedures.
- Instruct and monitor students in the use of learning materials and equipment.
- Use relevant technology to support and differentiate instruction.
- Manage student behavior in the classroom by proactively creating a positive classroom culture and enforcing established classroom, school, and district rules and procedures.
- Provide appropriate ongoing and summative feedback on student performance, including prompt and meaningful feedback on student projects, homework, classwork, and assessments.
- Encourage and monitor the progress of individual students and use information to adjust teaching strategies.
- Maintain accurate and complete records of students' progress and development.
- Update all necessary records accurately and completely as required by laws, district policies and school regulations.
- Prepare required reports on students and activities.
- Participate in department, school, district and parent meetings.
- Collaborate with staff, including department or grade level colleagues, administrators, and other content area colleagues in the development of lessons.

- Communicate necessary information regularly to students, colleagues and parents regarding student progress and student needs via a variety of methods.
- Establish and communicate clear objectives for all learning activities.
- Prepare the classroom for class activities.
- Provide a variety of learning materials and resources for use in educational activities.
- Observe and evaluate student's performance and development.
- Perform other duties that may be assigned by the Superintendent, or designee.

Qualifications

Must hold appropriate Virginia Teaching License with the appropriate endorsement in assigned subject area.

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Statement of Core Requirements and Compliance

Goochland County Public Schools is dedicated to ensuring that every staff member is positioned for success through a clear understanding of their role's functional requirements. The following addendum outlines the essential physical, mental, and environmental demands inherent to this position. This information serves as a standard for evaluating workplace safety, determining eligibility for short-term disability or leave, and identifying opportunities for light-duty assignments. By defining these core expectations, GCPS remains committed to fostering a supportive work environment while ensuring the consistent delivery of high-quality services to our students and community.

1. Physical and Mental Demands
2. Sensory and Communication Demands
3. Mental and Cognitive Demands
4. Environmental Conditions
5. Equal Opportunity & Position Flexibility

The standards detailed above represent the baseline for operational excellence and safety within Goochland County Public Schools. Adherence to these requirements ensures that our educational mission is met with consistency, professionalism, and care for both our staff and students. To provide a comprehensive view of how these standards apply to your specific role, the detailed breakdown of functional expectations and frequency metrics follows.

The specific physical, sensory, and environmental requirements for this position are outlined on the following pages.

Physical Requirements

Demand	Frequency	Details
Mobility	Frequent	Moving throughout school buildings, classrooms, or grounds.
Lifting/Carrying	Occasional	Ability to lift/move up to 25 lbs (e.g., books, supplies, or equipment).
Positioning	Occasional	Bending, stooping, kneeling, or reaching to access files or assist students.
Stationary Work	Frequent	Remaining in a seated or standing position for extended periods.

Sensory and Communication Demands

- **Visual Acuity:** Ability to read printed materials, monitor student behavior, and utilize digital displays/computer screens.
- **Auditory:** Ability to hear and respond to verbal communication, alarms, and environmental sounds in a typical school setting.
- **Speech:** Ability to communicate clearly and effectively with students, staff, and the public.

Mental and Cognitive Demands

- **Decision Making:** Ability to analyze information and exercise sound judgment under varying levels of pressure.
- **Stress Management:** Ability to maintain a professional demeanor and emotional composure during high-stress situations or interpersonal conflicts.
- **Concentration:** Ability to maintain focus on complex tasks amidst frequent interruptions typical of a school environment.

Environmental Conditions

- **Setting:** Most work is performed in a climate-controlled indoor environment (office or classroom).
- **Noise Level:** Moderate to loud during peak activity times (e.g., passing periods, cafeteria, or gymnasium).
- **Exposure:** Occasional exposure to outdoor weather conditions during arrival/dismissal or transition between buildings.

Equal Opportunity and Position Flexibility

Gochland County Public Schools (GCPS) is committed to maintaining a diverse and inclusive environment. We provide Equal Employment Opportunities and equal educational programs for all employees and students, strictly adhering to all applicable Federal and State laws and executive orders.

In alignment with the Americans with Disabilities Act (ADA), GCPS will provide reasonable accommodations to qualified individuals with disabilities to enable them to perform the essential tasks of this role, provided such accommodations do not cause undue hardship to the district.

While this job description is designed to accurately reflect the core activities and requirements of the position, it is not an exhaustive list of all responsibilities, skills, or working conditions.

- **Administrative Authority:** GCPS Administration reserves the right to modify, add, or remove duties as evolving operational needs require.
- **Flexibility:** Employees may be assigned additional duties to support the overall mission of the school district and the success of our students.