

The Metropolitan School District of Washington Township (MSDWT) is located in the northern section of Indianapolis in the State of Indiana, Marion County. It is a dynamic community with broad diversity in cultures, religions, ethnic groups, races and socioeconomic levels. MSDWT has been an educational leader in Indiana for the last sixty years.

Our mission is to develop lifelong learners and globally-minded citizens by fostering the academic, creative, and social skills needed to achieve excellence in a multicultural environment.

Job Title: Teacher

Contract Employee

Work Days: 185 Day Contract (Does not include holidays)

Educational requirements: Bachelor's degree required in elementary or secondary education

Licensure: Indiana State Teaching license

Salary Schedule: The teacher salary schedule is based on teaching experience and starts at Bachelor's \$51,000/Master's \$52,000 with 0 years of experience.

Benefits: Benefits are effective 1st of the month following the first day of employment.

Medical <https://www.msdt.k12.in.us/wp-content/uploads/2023/01/certified-health-rates.pdf>

Dental <https://www.msdt.k12.in.us/wp-content/uploads/2022/12/certified-dental-rates.pdf>

Vision <https://www.msdt.k12.in.us/wp-content/uploads/2022/12/vision-insurance-rates.pdf>

Reports To: The teacher reports to the building principal and/or the building administration.

General Duties: The Teacher is responsible for teaching groups of students in a classroom setting, based on a curriculum and supported by instructional materials. The Teacher is responsible for developing daily lesson plans to ensure that the Teacher covers the curricular content in a timely manner throughout the semester or school year. The Teacher uses various instructional methods and techniques to meet the unique needs of the individual students and to assess their learning; the Teacher modifies instruction, re-teaches and remediates to ensure the students' success.

Key Responsibilities:**Instruction & Intervention:**

- Deliver targeted instruction aligned to IEP goals in reading, writing, math, and behavior.
- Use evidence-based strategies and interventions tailored to students' unique learning needs.
- Monitor and assess student progress regularly, adjusting instruction accordingly.

IEP Development & Implementation:

- Develop and write IEPs in collaboration with team members
- Strong understanding of Specially Designed Instruction
- Provide accommodations, modifications, and services outlined in each student's IEP.
- Collect and maintain data on IEP goals and provide regular progress updates.

Collaboration & Support:

- Co-teach or consult in general education classrooms to support inclusion.
- Collaborate with general education teachers to plan lessons and differentiate instruction.
- Partner with families, service providers, and administrators to ensure consistent and cohesive support for students.

Professional Development:

- Engage in ongoing training in special education practices, behavior management, and inclusive instruction.
- Reflect on instructional practices and seek out feedback for continuous improvement.

Instructional Practice:

- Use of differentiated materials and teaching methods tailored to student needs.
- Visible data tracking systems (progress monitoring tools, goal charts).
- Students actively engaged in learning activities aligned to IEP goals.
- Evidence of scaffolding, modeling, and checking for understanding.

Learning Environment:

- Classroom structured to promote independence, safety, and accessibility.
- Positive behavior supports and proactive classroom management.

Collaboration & Communication:

- Regular collaboration with general education teachers and paraprofessionals.
- Evidence of communication logs, shared lesson plans, or co-teaching strategies.
- Consistent parent/family contact documented.

IEP & Compliance:

- IEPs are well-written, legally compliant, and individualized.
- Documentation of services provided matches IEP service minutes.
- Regularly updated data collection aligned to goals and objectives.

Professionalism:

- Attends IEP meetings well-prepared and advocates for student needs.
- Participates in professional development and applies new learning.
- Demonstrates organization, flexibility, and strong time management.

Physical Requirements

1. Seldom = Less than 25 %	3. Often = 51 to 75%
2. Occasional = 26 to 50 %	4. Very Frequent = 76 % & above
Ability to stand for extended periods of time (3)	
Ability to carry 25 pounds (2)	
Ability to work at a desk, conference table or in meetings of various configurations (4)	
Ability to see for the purpose of reading laws and codes, rules and policies and other printed matter (4)	
Ability to hear and understand speech at normal levels (4)	
Ability to communicate so others will be able to clearly understand a normal conversation (4)	
Ability to operate office equipment (4)	
Ability to reach in all directions (4)	
Amount of force to push / pull up to 15 pounds (3), 25-30 pounds (2), and 50 or more (1)	

Amount to lift 25–30 pounds (2) and 50 or more pounds (1)
Climbing (1)
Overhead work (2)

The Metropolitan School District of Washington Township is an equal opportunity/equal access employer fully committed to achieving a diverse workforce and complies with all applicable Federal and Indiana State laws, regulations, and executive orders in its programs and activities. Washington Township does not discriminate on the basis of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran's status.

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