

# Orcas Island School District

## Job Description

### SECONDARY STEM/CTE TEACHER

**Reports to:** HS/MS Principal  
**FLSA Status:** Exempt  
**Work Schedule:** 180 School Days

**Evaluated By:** HS/MS Principal  
**Salary:** Per current OEA negotiated salary schedule  
**Hours per day:** 7

#### **JOB SUMMARY**

The Secondary STEM (Science, Technology, Engineering, and Mathematics)/CTE (Career and Technical Education) Teacher will lead instruction in Physics, Applied Science, and related STEM courses, creating a hands-on, inquiry-based learning environment that promotes critical thinking, collaboration, and career readiness. This role includes implementing district-approved curriculum, supporting CTE initiatives, and providing regular feedback to students, families, and administrators to support academic growth and success.

#### **JOB DUTIES AND RESPONSIBILITIES**

This list of job duties and responsibilities is not exhaustive and may be supplemented as necessary.

##### **Essential Functions:**

- Plan, implement, and evaluate classroom instructional activities in Physics, Applied Science, and other STEM-related courses as assigned, aligning with state standards and district curriculum.
- Develop and deliver engaging lessons that incorporate project-based learning, experimentation, industry-relevant practices, and technology integration to enhance student understanding of STEM and CTE concepts.
- Provide clear and focused instruction for all students using a variety of teaching strategies that promote student engagement, interaction, and real-world application of STEM and CTE disciplines.
- Utilize and incorporate STEM and CTE related technology, such as coding, robotics, engineering software, industry tools, and scientific equipment, to enhance instruction and expose students to career pathways.
- Provide ongoing assessment and monitor students using quality classroom-based, district, and state assessment tools to provide feedback to students, parents, and administration regarding student progress, expectations, and goals.
- Establish and maintain a standard of student behavior needed to provide an orderly, safe, and productive learning environment.

- Communicate positively and regularly with parents and/or legal guardians regarding student progress, growth, and teacher expectations; develop meaningful collaboration between home and school.
- Collaborate with grade-level team members, CTE advisory committees, industry partners, administrators, parents/legal guardians, support groups, and community members to support a strong STEM and CTE program.
- Promote STEM and CTE opportunities beyond the classroom, such as career fairs, internships, apprenticeships, science fairs, coding clubs, robotics teams, and partnerships with STEM professionals and local industries.
- Incorporate safety protocols and best practices in science labs, hands-on engineering activities, and industry-related workspaces to ensure student and staff safety.
- Align instructional practices with CTE Program of Study requirements, including industry certifications, dual-credit opportunities, and career exploration activities.

### **Minimum Qualifications; Education and Experience:**

- Valid Washington State CTE Teaching Certificate with a STEM-related endorsement (e.g. Science, Mathematics, Technology, or Engineering) or CTE certification in a relevant field.
- Prior certificated teaching experience in Physics, STEM and/or CTE subjects at the secondary grade level is preferred.
- Industry experience in a STEM-related or CTE field is preferred.
- Successful Washington State Patrol and Federal Bureau of Investigation Fingerprint Clearance.
- Completion of all district-required trainings within sixty (60) calendar days from the date of hire.

### **Knowledge, Skills, and Abilities:**

- Knowledge and skill in instructional principles, methods, and techniques related to STEM and CTE subjects.
- Knowledge of and experience with STEM and CTE curriculum development, industry standards, and project-based learning strategies.
- Skill in student management, student discipline, and developing positive techniques for improving student behavior.
- Ability to integrate emerging technologies and industry practices into the curriculum.
- Must possess a positive attitude about change and an eagerness to implement changes that enhance student learning.
- Ability to maintain confidentiality.
- Ability to establish and maintain positive, effective working relationships with students, staff, and the community.
- Ability to participate collaboratively in teams and contribute to the advancement of STEM and CTE education.
- Ability to continue participation in professional development opportunities to maintain and enhance teaching skills in STEM and CTE fields.

- Ability to serve as a role model and treat students as individuals in a professional manner.
- Ability to effectively integrate technology resources into the STEM and CTE curriculum.

**PHYSICAL DEMANDS:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employee is often required to sit or stand for prolonged periods. Employee is frequently required to use fingers, hands, and arms in the course of employment and requires the ability to listen carefully while filtering out normal classroom noise. Ability to listen effectively, speak clearly, and visually observe students on a routine basis is required. Employee must be able to lift 25 pounds or more and perform occasional bending, stooping, twisting, and reaching above the shoulders.

**WORK ENVIRONMENT:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work is typically performed in a classroom or school environment, including science labs and technology labs. Attendance at extra-hours meetings and STEM-related extracurricular activities may be required. The ability to deal effectively with distraught, angry, or hostile individuals while representing the District on potentially sensitive matters is necessary. The employee must adjust to frequent interruptions in their work schedule. Exposure to normal levels of office dust, VDT screens, office machines, and associated chemicals in laboratory settings is frequently encountered. The noise level in the work environment is usually moderate but may vary during lab activities and group projects.

The Orcas Island School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination:

Section 504/ADA and Title IX Coordinator: Lorena Stankevich, Director of Special Services 360-376-1561, lstankevich@orcas.k12.wa.us, Orcas Island School District, 557 School Rd., Eastsound, WA 98245

Civil Rights Compliance Coordinator: Eric Webb, Superintendent, 360-376-2284, ewebb@orcas.k12.wa.us Orcas Island School District, 557 School Rd., Eastsound, WA 98245