

<i>Job Title:</i>	Classroom Teacher
<i>Version Date:</i>	1/30/24
<i>Category</i>	Instruction
<i>Department:</i>	Instructional Services
<i>Work Year:</i>	10 Month, 164 Days
<i>FLSA Classification:</i>	Exempt

The Classroom Teacher plays a vital role in contributing to the holistic development of students. This position addresses short-term and long-range student learning goals, provides relevant information about student learning to families and support staff, recommends options, and implements school and district initiatives. The teacher is responsible for maintaining accurate records, creating a positive and inclusive learning environment, following curriculum guidelines, and nurturing students' academic and social-emotional development.

<i>Essential Function</i>	<i>% TIME</i>
Establish and maintain a positive and inclusive classroom atmosphere conducive to learning. Implement strategies to promote positive behavior, conflict resolution, and emotional intelligence with students. Contribute to the social and emotional development of students by fostering an inclusive, supportive, and respectful classroom community.	25%
Use District adopted resources develop and implement age-appropriate lesson plans aligned with CO Academic Standards. Utilize a variety of teaching methods and materials to accommodate diverse learning needs. Deliver engaging and interactive lessons that promote literacy, numeracy, critical thinking, and problem-solving skills.	25%
Prepare, administer, and score assessments to evaluate student understanding and progress toward mastery of the CO Academic Standards.	15%
Analyze formative and summative assessment data to inform instructional decisions and tailor teaching methods to address areas of need.	
Reinforce student learning results by providing instructional feedback, coaching, guidance, planning, monitoring, and evaluating learning results.	15%
Maintain accurate student records by documenting learning accomplishments, attendance, and behavior.	5%
Maintain open and effective communication with families regarding students' academic and behavioral progress. Organizes and participates in formal and informal parent-teacher conferences and other meetings to discuss student development, academic information, and available educational and social resources.	5%
Complies with federal, state, and local legal requirements and advises school administration of needed actions.	5%
Stay updated on educational best practices and participate in professional development opportunities. Collaborates with colleagues to share ideas and enhance the overall educational program.	5%

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and Certifications			
Required	Bachelor's Degree		
Required	Valid Teacher Authorization through the Colorado Department of Education or ability to obtain		
Required	K-3 Teachers: READ Act Designation is required within one (1) year of hire		
Preferred	Classroom Teachers (Grade 7-12): Highly Qualified in Content Area		

Skills	
Strong interpersonal skills.	High
Excellent oral and written communication skills	High
Talking to others to convey information effectively.	High
Understanding the implications of new information for both current and future problem-solving and decision-making.	High
Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.	High
Teaching others how to do something.	High
Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.	High
Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.	High
Being aware of others' reactions and understanding why they react as they do.	High
Understanding written sentences and paragraphs in work related documents.	High
Managing one's own time and the time of others.	High
Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.	High
Actively looking for ways to help people.	Medium
Communicating effectively in writing as appropriate for the needs of the audience.	High
Adjusting actions in relation to others' actions.	Medium
Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.	High
Considering the relative costs and benefits of potential actions to choose the most appropriate one.	High
Persuading others to change their minds or behavior.	High
Bringing others together and trying to reconcile differences.	Medium

CONDITIONS

Physical Demands

<i>Physical Demand</i>	<i>NA</i>	<i>Rarely</i>	<i>Occasionally</i>	<i>Frequently</i>	<i>Constantly</i>	<i>Weight</i>
Carrying			X			
Climbing Stairs			X			
Crouching		X				
Grasping				X		
Grip			X			
Handling				X		

Physical Demands						
<i>Physical Demand</i>	<i>NA</i>	<i>Rarely</i>	<i>Occasionally</i>	<i>Frequently</i>	<i>Constantly</i>	<i>Weight</i>
Kneeling			X			
Reaching (Abduction)				X		
Reaching (Adduction)				X		
Lifting (Above Shoulder)		X				

Pinch				X	
Pulling (Horizontal)		X			
Pulling (Vertical)		X			
Pushing (Horizontal)		X			
Pushing (Vertical)		X			
Lifting (Floor to Waist)		X			
Lifting (Waist to Shoulder)		X			
Reaching (Forward)	X				
Vision (Far)				X	
Reaching (Waist to Shoulder)	X				
Reaching (Above Shoulder)	X				
Reading					X
Repetitive Motions	X				
Sitting			X		
Standing				X	
Wrist Deviation (Wrist Extension)	X				
Reaching (Floor to Waist)	X				
Vision (Near)				X	
Walking					X
Wrist Deviation (Pronation)	X				
Wrist Deviation (Radial Deviation)	X				
Wrist Deviation (Supination)	X				
Wrist Deviation (Ulnar Deviation)	X				
Stooping			X		
Wrist Deviation (Wrist Flexion)	X				
Lift 10-20 pounds					X
Lift up to 50 pounds			X		

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



<i>Working Condition</i>	<i>NA</i>	<i>Rarely</i>	<i>Occasionally</i>	<i>Frequently</i>	<i>Constantly</i>
Extreme cold	X				
Extreme heat	X				
Humidity	X				
Wet			X		
Noise				X	
Hazards	X				
Temperature Change			X		
Atmospheric Conditions	X				
Vibration	X				
Other	X				



Yes/No	<i>Reason for Drivers License</i>
No	

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.

<i>Competency</i>	<i>Level</i>	<i>Competency Description</i>
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Analytical Thinking	3-Mid	Diagnoses issues using a systematic and methodical approach
Collaboration	3-Mid	Maintains mutually beneficial partnerships with other functions
Communication Skills	3-Mid	Advanced communication skills involving complicated topics
Company Knowledge	1-Entry	Understands his/her own job and how the role interacts with his/her team
Problem Solving	3-Mid	Assesses circumstances using experience and a variety of information

Scope		
Freedom to Act		
Work is accomplished with moderate supervision. Follow established and detailed directions. Work is reviewed for accuracy and overall adequacy.		
Problem Complexity and Problem-Solving		
Provides resolution to a diverse range of recognizable complex problems. Analysis is required to identify root cause. Uses judgment within defined boundaries to develop alternate solutions, both long and short term. Problem/Task resolution timeframe: Inclusive of shorter timeframes, but typically the majority of tasks take three to six months to resolve.		
Total Financial Responsibility	May be responsible for assigning and collecting fees or fines.	