



## Job Description

<b>Position Title:</b>	Teacher
<b>Job Title:</b>	Teacher
<b>Function:</b>	Instruction
<b>Family:</b>	Instructor

<b>Reports to:</b>	Campus Principal		
<b>Terms of Employment:</b>	<ul style="list-style-type: none"> <li>• Follow the instructional calendar as approved by the School Board and no less than 187 days per school year.</li> <li>• Probationary-Educator employment agreement</li> <li>• Salary is in the Teacher Salary Schedule on the SAISD Compensation Plan as applicable with consideration for directly related experience.</li> </ul>	<b>FLSA Classification:</b>	Exempt
<b>Funding Source:</b>	This position is locally funded		

### Position Summary

To provide students with appropriate learning activities in core academic subject areas designed to fulfill their maximum potential for intellectual, emotional, physical, and social growth. Enable students to develop competencies and skills that will prepare them for success in higher education and society. Demonstrate the following core values: integrity, high expectations, commitment, respect, dedication to teamwork and passion for a student-centered environment

### Essential Functions / Key Responsibilities

1. Analyze performance data to provide targeted instruction based on students' individual needs
2. Develop and implement lesson plans that fulfill the requirements of the district's curriculum program, reflect accommodations for learning style differences, and show written evidence of preparation asrequired
3. Present subject matter according to the guidelines established by the Texas Education Agency, board policies, and administrative regulations
4. Work with other staff members to determine instructional goals, objectives, and methods according to district requirements
5. Work with special education teachers to modify curricula as needed for special education students as identified in Individual Education Plans (IEP)
6. Use technology to strengthen the teaching/learning process
7. Plan and monitor workflow of instructional assistants and volunteers
8. Help students analyze and improve study methods and habits
9. Conduct ongoing assessments of student achievement through formal and informal testing
10. Support the mission of the school district by serving as a positive role model for students
11. Create a classroom environment conducive to learning and appropriate for the physical, social, and emotional development of students
12. Manage student behavior in accordance with the Student Code of Conduct and student handbook
13. Take all necessary and reasonable precautions to protect students, equipment, materials and facilities
14. Participate in staff development activities that improve job-related skills and professional growth
15. Keep informed of and comply with state, district, and campus policies for classroom teachers, including daily attendance, punctuality, and confidentiality



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16. Compile, maintain and file all reports, records, and other required documents
17. Attend and participate in faculty meetings and serves on staff committees as required
18. Comply with the Texas Educator's Code of Ethics
19. Alternative methods of performing the position as assigned
20. Daily attendance and punctuality at work are essential functions of the job
21. Performs other related duties as assigned within the appropriate skill and experience capabilities expected for this position.

### Minimum Requirements

- Bachelor's degree from an accredited college or university.
- Valid Texas Teaching Certificate with required endorsements for subject and level assigned
- Demonstrated competency in core subject area assigned
- **No Teaching Experience:** Favorable recommendation from an educational program supervisor
- **1-2 Years of Teaching Experience:** The summative evaluation scores must be at "proficient" or above in four of sixteen dimensions with no "improvement needed" in any dimension using TTESS or a comparable performance evaluation tool
- **3 or More Years of Teaching Experience:** The summative evaluation scores must be at "proficient" or above in nine of sixteen dimensions with no "improvement needed" in any dimension using TTESS or a comparable performance evaluation tool
- Candidate must have satisfactory outcome of fingerprinting background check. Non-refundable fee (approximately \$50.00) paid by the employee

### Knowledge, Skills & Abilities

- Knowledge of core academic subject assigned
- Knowledge of curriculum and instruction
- Ability to instruct students and manage student behavior
- Strong organizational, communication, and interpersonal skills
- Ability to adjust and adapt to a multitude of situations in the school environment
- Effective communication skills, both oral and written, with diverse groups of individuals utilizing tact and diplomacy.
- Excellent interpersonal skills and the ability to work successfully with families of district students, the community at large, as well as all levels of district employees in a collaborative manner

### Working Conditions

#### Work Environment:

- Computer, computer software programs and peripherals, teacher resource materials and equipment, copier, fax, and other equipment applicable to position.
- Frequent exposure to: temperature extremes (hot and cold), humidity extremes, noise. Occasional exposure to: biological hazards (communicable diseases, bacteria, insects, mold, fungi, etc).

#### Physical Demands/Requirements:

- Maintain emotional control under stress; work with frequent interruptions/deadlines and prolonged or irregular hours; Frequent walking, standing, stooping, bending, pulling and pushing; Occasional: Lifting and carrying 10-25 pounds frequently, 25-40 pounds occasionally, more than 45 pounds infrequently with assistance; Pushing/pulling 10-35 pounds sporadically; May be required under specific circumstances to



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provide physical restraint of students in danger of causing harm to themselves or others; Frequent districtwide and occasional statewide travel.

### Supervisory Responsibilities / Direct Reports

- Supervise students and monitor workflow of instructional assistants as appropriate

It is the policy of San Antonio ISD not to discriminate on the basis of race, color, religion, national origin, age, sex, gender identity, gender expression, sexual orientation or disability in its vocational programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended, and SAISD's board policies DIA, FFH, and FFI.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_