



# SOUTH HAVEN PUBLIC SCHOOLS JOB POSTING

**POSTING DATE: 6.16.2026**

**Hours: 8:30 a.m. - 3:45 p.m.**

**Place of Assignment: North Shore Elementary School**

<b>Position/Job Title:</b>	Fourth Grade Teacher, North Shore Elementary School
<b>Qualifications:</b>	<ul style="list-style-type: none"> <li>• Bachelor's degree in Elementary Education or a related field from an accredited college or university</li> <li>• Valid Michigan Standard Teaching Certificate with elementary endorsement (K-5 or K-8)</li> <li>• Passing scores on the Michigan Test for Teacher Certification (MTTC) in the required subject areas</li> <li>• Passing score on the Michigan Professional Knowledge and Skills Test</li> <li>• Completion of an approved Educator Preparation Program (EPP)</li> <li>• Minimum 600 clinical experience hours including a supervised student teaching assignment of at least 12 weeks</li> <li>• Michigan Professional Certificate (three or more years of successful teaching experience)</li> <li>• Demonstrated experience with proactive classroom management strategies</li> <li>• Experience with data-driven instruction and student engagement practices</li> <li>• Familiarity with 5D+ or similar instructional frameworks</li> <li>• Experience working with diverse learners and culturally responsive teaching practices</li> <li>• Successful completion of a background check</li> <li>• CPR/First Aid certification</li> </ul>
<b>Reports to:</b>	Principal, Jennifer Aldred
<b>Physical Requirements:</b>	<ul style="list-style-type: none"> <li>• Ability to stand and walk for extended periods throughout the school day — typically 6 or more hours</li> <li>• Ability to move throughout the classroom and building to actively supervise students at all times</li> <li>• Ability to bend, stoop, kneel, and crouch to assist students or access materials at student level</li> <li>• Ability to lift, carry, and move instructional materials, supplies, and equipment (typically up to 25–40 pounds)</li> <li>• Ability to sit for periods of time during meetings, planning, or small group instruction</li> <li>• Sufficient visual acuity to monitor student safety and read student work at close and moderate range</li> <li>• Sufficient hearing to communicate clearly with students, staff, and families in classroom and hallway environments</li> <li>• Ability to use hands and fingers for writing, typing, operating equipment, and handling instructional materials</li> </ul>

	<ul style="list-style-type: none"> <li>● Work is performed primarily indoors in a classroom setting</li> <li>● Will include outdoor supervision during drills, field trips, and dismissal in varying weather conditions</li> <li>● Exposure to a standard school environment including noise, active children, and shared workspaces</li> </ul>
<b>Position/Job Goal:</b>	<p>To provide a safe, inclusive, and academically rigorous learning environment in which all students are inspired to grow as thinkers, collaborators, and individuals; to deliver standards-aligned instruction that meets the diverse needs of every learner through intentional planning, proactive classroom management, and meaningful assessment; and to build the positive relationships, professional partnerships, and reflective practices necessary to ensure that every 4th grade student reaches their full academic and personal potential.</p>

**Position Summary:**

We are seeking a dedicated and skilled 4th Grade Teacher to join our school community. The successful candidate will create a safe, engaging, and productive learning environment that supports the academic, social, and emotional growth of all students. This individual will bring strong instructional practices, proactive classroom management skills, and a commitment to building positive relationships with students, families, and colleagues. We are seeking a dedicated and skilled 4th Grade Teacher to join our school community. The successful candidate will create a safe, engaging, and productive learning environment that supports the academic, social, and emotional growth of all students. This individual will bring strong instructional practices, proactive classroom management skills, and a commitment to building positive relationships with students, families, and colleagues.

**Essential Functions/Responsibilities:**

- Plan and deliver rigorous, standards-aligned instruction across core subject areas
- Establish and maintain a safe, orderly, and productive classroom environment
- Use proactive classroom management strategies to support student behavior and engagement
- Monitor student progress through regular assessment and use data to inform instruction
- Communicate regularly with families about student progress and classroom expectations
- Collaborate with colleagues, specialists, and administrators to support student learning
- Participate in professional development and contribute to a culture of continuous improvement
- Follow all district policies, procedures, and expectations

**Knowledge, Skills and Abilities:**

**Knowledge**

- Deep understanding of Michigan's K-12 academic standards across core subject areas — English Language Arts, Mathematics, Science, and Social Studies — and how 4th grade fits within the vertical progression of learning
- Knowledge of child development and the cognitive, social, emotional, and physical characteristics of 9 and 10 year old learners
- Understanding of how students learn, including research-based instructional strategies that address different learning styles, readiness levels, and backgrounds
- Knowledge of culturally responsive and sustaining teaching practices that honor students' identities and lived experiences
- Familiarity with Michigan's educator evaluation framework and professional teaching standards

- Understanding of proactive classroom management theory and practice, including behavior support systems aligned to school-wide expectations
- Knowledge of formal and informal assessment practices, including how to use data to monitor progress and adjust instruction
- Awareness of special education law, IEP processes, and how to support students with diverse learning needs in an inclusive setting
- Knowledge of family engagement strategies and how to build productive partnerships with caregivers
- Understanding of mandated reporting requirements and student safety obligations under Michigan law

### **Skills**

- Designs and delivers engaging, standards-aligned lessons that include clear learning targets, varied instructional strategies, and meaningful checks for understanding
- Manages classroom routines, transitions, and student behavior proactively and consistently, creating an environment where all students feel safe and focused
- Differentiates instruction to meet the needs of diverse learners, including students with IEPs, English language learners, and students performing above or below grade level
- Uses student engagement structures — turn-and-talk, collaborative learning, discussion protocols, response strategies — to actively involve all learners during every lesson
- Collects, analyzes, and acts on student data to make informed instructional decisions and communicate progress clearly to students and families
- Builds genuine, positive relationships with students as individuals, fostering a sense of belonging and identity as learners
- Communicates clearly and professionally — in writing and verbally — with students, families, colleagues, and administrators
- Gives and receives feedback constructively and applies it to improve practice
- Organizes and manages time, materials, and instructional space efficiently to maximize learning time
- Collaborates effectively with grade-level teams, specialists, and support staff to coordinate instruction and address student needs

### **Abilities**

- Ability to create and sustain a classroom culture where students feel respected, valued, and motivated to take academic and social risks
- Ability to maintain high expectations for all students while providing the scaffolding and support each student needs to meet them
- Ability to respond calmly, consistently, and professionally to behavioral challenges without escalating situations
- Ability to reflect honestly on their own practice, identify areas for growth, and take initiative to improve
- Ability to adapt quickly when a lesson is not working — re-teaching, adjusting pacing, or changing approach in the moment
- Ability to notice and respond to the social and emotional needs of students alongside their academic needs
- Ability to build trust with families from diverse cultural and linguistic backgrounds
- Ability to work collaboratively as part of a professional community without losing a sense of personal accountability for student outcomes
- Ability to maintain professionalism, confidentiality, and ethical conduct in all aspects of the role
- Ability to bring energy, creativity, and genuine care to the work every day

**\*Submit Application to:**

**Jennifer Aldred, Principal - [jaldred@shps.org](mailto:jaldred@shps.org)**

**Kelly Schriener, HR Specialist - [kschriener@shps.org](mailto:kschriener@shps.org)**

South Haven Public Schools

554 Green Street

South Haven, MI 49090

\*A job application can be found at <https://www.applitrack.com/shps/onlineapp/>

**Condition of Employment:** Fingerprinting is REQUIRED for all new school employees. South Haven Public Schools shall not discriminate in its policies and practices with respect to compensation, terms or conditions of employment because of race, color, national origin, sex (including sexual orientation or gender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes").