

Job Title: Elementary Education Teacher
Classification: Certificated
Reports To: Building or Department Administrator

General Description: Under the direction of the Principal, the elementary teacher is responsible for fostering a positive and engaging learning environment for students in our elementary schools. This position may include, but not be limited to, the following performance responsibilities, qualifications, knowledge, skills, and abilities which aligns with the Charlotte Danielson Framework for Teaching.

Performance Responsibilities & Essential Functions:

1. Demonstrating Knowledge of Content and Pedagogy:
 - a. Possess a strong understanding of subject matter content and pedagogy for elementary education.
 - b. Design and implement developmentally appropriate lessons that cater to diverse learning styles and abilities.
 - c. Use a variety of instructional strategies and resources to engage students in meaningful learning experiences.
2. Creating an Environment of Respect and Rapport:
 - a. Establish a positive and inclusive classroom culture that fosters a sense of belonging and respect among students.
 - b. Implement effective classroom management strategies to create a safe and supportive learning environment.
 - c. Build positive relationships with students, parents, and colleagues through clear communication and collaboration.
3. Planning and Preparation:
 - a. Develop well-organized and differentiated lesson plans that align with curriculum standards and learning objectives.
 - b. Utilize formative and summative assessments to inform instructional planning and meet the diverse needs of students.
 - c. Incorporate technology and other resources to enhance learning experiences.
4. Engaging in Instruction:
 - a. Deliver clear and coherent instruction using a variety of teaching methods to support student understanding.
 - b. Encourage student inquiry, critical thinking, and problem-solving skills.
 - c. Differentiate instruction to accommodate individual learning needs and promote academic growth.
5. Using Assessment in Instruction:
 - a. Regularly assess student progress using a variety of assessment tools.
 - b. Use assessment data to inform instructional decisions and provide timely and constructive feedback to students.
 - c. Implement strategies to address and support students who may be struggling academically.
6. Working with Diverse Learners:
 - a. Recognize and celebrate the diverse cultural, ethnic, and economic backgrounds of students.
 - b. Differentiate instruction to meet the needs of students from various socio-economic and cultural contexts.
 - c. Foster an inclusive and equitable learning environment where all students feel valued and supported.

7. Professional Responsibilities:

- a. Demonstrate a commitment to ongoing professional development and reflective practice.
- b. Collaborate with colleagues, attend professional development opportunities, and engage in continuous learning.
- c. Contribute to a positive and collaborative school culture through participation in school committees and activities.

Qualifications:

Education and Experience:

1. Bachelor's degree in Elementary Education or a related field (Master's degree preferred).
2. Valid Washington State teaching certificate.
3. Demonstrated experience in elementary education.
4. Blood Borne Pathogen Training, provided at time of hire.
5. First Aid CPR with AED certification, if required for position per Board Policy.

Knowledge, Skills, and Abilities:

1. Knowledge or familiarity with the Charlotte Danielson Framework for Teaching.
2. Ability to successfully employ effective teaching methods.
3. Ability to develop and maintain effective management strategies.
4. Ability to independently respond to problematic situations and remain calm in stressful situations.
5. Ability to maintain confidentiality regarding student, school, District and/or staff issues, conversations with building administrator and correspondence.
6. Ability to interact positively, be flexible, organized, problem solve, exercise sound judgment, tact, diplomacy, integrity and maintain professionalism in communicating and working with staff, parents, students, and community, while managing time effectively.
7. Ability to work collaboratively with colleagues, students, and parents.
8. Ability to maintain good working relations with co-workers, staff, students and community members.
9. Ability to exercise sensitivity in dealing with individuals of diverse socio-economic backgrounds, cognitive and physical abilities as well as with individuals of diverse cultural and ethnic backgrounds.
10. Ability to work well under pressure and to meet tight timelines with a high degree of accuracy.
11. Ability to collaborate and contribute to a healthy work environment.
12. Ability to maintain a consistent presence at assigned work location and fulfill assigned hours.
13. Ability to follow SSD policies, procedures and protocols.

Physical Requirements:

1. Mobility and Stamina:
 - Ability to stand, walk, and move around the classroom for extended periods.
 - Stamina to engage actively with students and participate in various instructional activities throughout the day.
2. Vision and Hearing:
 - Clear vision and hearing abilities to monitor and assess student behavior and engagement.
 - Ability to perceive non-verbal cues and respond effectively to the needs of individual students.
3. Manual Dexterity:
 - Proficient use of hands and fingers for tasks such as writing on the board, handling instructional materials, and assisting students with manipulatives.

4. Lifting and Carrying:
 - Capability to lift, carry, and transport teaching materials and equipment weighing up to 25 pounds.
 - Ensure the safety and well-being of students during activities that may involve physical assistance.
5. Communication:
 - Clear and audible verbal communication skills to effectively convey instructions and information to students.
 - Ability to communicate in writing for lesson plans, assessments, and correspondence with parents and colleagues.
6. Adaptability:
 - Flexibility to adapt to a dynamic and active classroom environment, responding to the diverse needs and abilities of students.
 - Ability to navigate and supervise students in various spaces within the school premises.
7. Safety Awareness:
 - Maintain awareness of and adhere to safety protocols to ensure the well-being of students and create a secure learning environment.

Applicants are encouraged to disclose any specific physical accommodations they may require to perform the essential functions of the job. The school is committed to providing reasonable accommodations in compliance with applicable laws.

The statements above are intended to describe the general nature of work being performed by people assigned to this job. They are not intended to be an exhaustive list of all responsibilities and qualifications of personnel so classified.

Approved by: _____
Darryl Pernat, Executive Director of Human Resource Services Date

Revised: 03/13/25