Salary: Based on Degree and Experience

Certification: Elementary Ed. K-6 or Multi-subject K-8

Employment Term: 200 days; 2026-2027 school year

Budget Source: State/Local

Supervisor: Principal Assigned

Responsibilities:

1. Implement a program of study;
2. Foster a classroom climate conducive to learning;
3. Utilize instructional management system models which increase student learning;
4. Monitor student progress toward mastery of instructional objectives, goals, content standards;
5. Communicate effectively within the educational community and with parents on a regular basis;
6. Meet professional responsibilities;
7. Demonstrate competency in the knowledge and implementation of technology standards;

Minimum Qualifications:

1. Have or be eligible for appropriate certification for the position subjects(s) and grade level(s) as required in West Virginia Policy 5202;
2. Clearance of any criminal convictions as listed in House bill 146;
3. Successfully carry out the responsibilities of the position;
4. Applicants who have been dismissed or who have had their contracts non-renewed for cause by another school district are not eligible for consideration;
5. Satisfactory references concerning past performance;
6. Satisfactory past evaluations.
7. All eligible applicants may be considered for the WV Teacher Ascend pending eligibility criteria.

Performance Criteria:

1. Program of Study:

    a. Provide curricula required by the State of West Virginia and according to the IEP;
    b. Base instruction on adopted curriculum for the school;
    c. Demonstrate accurate and current knowledge in subject field;
    d. Develop appropriate lessons to teach instructional objectives;
    e. Employ a variety of instructional strategies to augment achievement;
    f. Utilize content scope and seqwuence in planning;
    g. Accommodate individual learning differences;
    h. Create and maintain an environment which supports learning;

i. Communicate with parents.

2. Classroom climate: Provide an atmosphere conducive to learning conssistent with school/county mission.
   a. Follow established school discipline procedures which include the West Virginia Code of Conduct;
   b. Establish procedures and rules which enhance learning;
   c. Encourage student attendance;
   d. Set high positive expectations for student performance;
   e. Encourage and acknowledge individual student accomplishments and appropriate behavior;
   f. Treat students in a fair and equitable manner;
   g. Accomodate individual learning differences;
   h. Create and maintain en environment which supports learning;
   i. Communicate with parents.
3. Instructional Management Systems: Organize strategies for teaching to maximize use
   the use of allocated instructional time to increase student learning.
   a. Prepare and implement lesson plans;
   b. Begin lesson on instructional activity with a review of precious material, as appropriate;
   c. Have materials, supplies and equipment ready at the start of the lesson or instructional activity;
   d. Introduce the instructional activity and specify instructional objectives;
   e. Direct and adequately supervise students to be on task quickly at the beginning of each instructional activity;
   f. Present reading, writing, speaking and listening strategies using concepts and language which students understand;
   g. Provide relevant examples and demonstrations to illustrate concepts and skills;
   h. Assign developmentally appropriate tasks;
   i. Provide instructional pacing which ensures student understanding;
   j. Maximize student time on task;
   k. Make effective transitions between instructional activities;
   l. Summarize the main point(s) of the instructional activity;
   m. Encourage students to express ideas clearly and accurately;
   n. Incorporate higher level thinking skills;
   o. Assist students to develop productive work habits and study skills, enabling communications wit parents as needed;
   p. Provide remediation activities for students;
   q. Design, deliver and assess student learning activities addressing the state adopted content standards and/or instructional goals and objectives;
   r. Integrate a variety of technology applications and learning tools to augment student achievement;
4. Student Progress: Gather, store and monitor data related to student learning for use in assessing progress toward achieving the instructional objectives and according to IEP.
   a. Following grading policies and regulations;
   b. Maintain accurate and complete student records;
   c. Monitor and evaluate student progress;
   d. Provide feedback on student work;
   e. Monitor student attendance.
5. Communication: Communicate with students, parents, educational personnel and others. Utilize standard grammar, listening skills and clarity in the presentation of ideas:

a. Communicate student progress according to established procedures and policies;
b. Communicate regularly and effectively with students, co-workers, parents/ guardians and fellow staff members;
c. Follow confidentiality procedures regarding students, parents/guardians and fellow staff members;
d. Speak and write standard English, clearly correctly and distinctly;.
e. Determine and utilize appropriate community resources.

6. Professional Work Habits: Demonstrate behavior which reflects established professional responsibilities (i.e. attendance, punctuality and verbal/nonverbal communication).
   a. Adhere to established laws, policies, rules and regulations;
   b. Interact appropriately with students, other educational personnel and parents;
   c. Participate in activities which foster professional growth;
   d. Be punctual with reports, grades, records and reporting to work;
   e. Perform assigned duties;
   f. Strive to meet county and school goals;
   g. Command respect by example in appearance, manners, behavior, and language.
7. Technology Standards: Demonstrate competency and knowledge in the implementation of Technology standards identified by the West Virginia Board of Education policies which are based on the International Society for Technology in Education (STE) Standards.
   a. Demonstrate a sound understanding of technology operations and concepts;
   b. Plan and design effective learning environjments and experiences supported by technology;
   c. Implement curriculum plans that include methods and strategies for applying technology to maximize student learning;
   d. Apply technology to facilitate a variety of effective assessment and evaluation strategies;
   e. Use technology to enhance productivity and professional practices;
   f. Understand the social, ethical, legal and human issues surrounding the use of technology in Pre K-12 schools and apply that understanding in practice.