

Job Title: Teacher – Early Childhood (PK-Grade 3)

FLSA Exemption Status: Exempt

Term: 200 days

Minimum Qualifications:

1. Have a Valid Tennessee teaching license with appropriate endorsement(s);
2. Meet all applicable requirements of Every Student Succeeds Act (ESSA);
3. Have strong written, verbal, presentation and interpersonal skills; and
4. Meet health and physical requirements.

Job Objectives/Goals:

All students, as well as all subgroups of students, are expected to be introduced to, must be challenged to develop, and must master appropriate grade level academic skills (as specifically outlined in the current state curriculum standards).

Responsibilities and Essential Functions:

1. Prepare lesson plans for the principal's careful and thorough review which are correlated to the current state curriculum standards, and then effectively use the lesson plans
2. Use appropriate grade level, data-driven, research-based, teaching strategies to teach the appropriate curriculum standards to all student, and subgroups of students;
3. Analyze the most recent, appropriate, formal state assessment results (including applicable Value-Added and TVAAS Teacher Effect) as well as the latest system-and school-level Report Card, studying identified strengths and weaknesses, then make appropriate adjustments in the classroom;
4. Serve as a positive and active participant in the appropriate Professional Learning Community (school level and system level when applicable);
5. Assess frequently students' comprehension and application of expected curriculum standards;
6. Take responsibility for all students' mastery of applicable curriculum standards and significant academic growth;
7. Prepare, administer, and correct tests and records results;
8. Assign lessons and correct papers;
9. Maintain order in classroom and on playground;
10. Counsel students when adjustment and academic problems arise;
11. Discuss students' academic and behavior problems with parents and suggest corrective action;
12. Keep attendance and grade records as required by school board;
13. Observe students to detect signs of ill health or emotional disturbance and to evaluate progress;
14. Represent the school and the community in a positive manner;
15. Report to the principal when one knows, or reasonably suspects, that a child's health or welfare has been, or appears to have been, harmed as a result of abuse or neglect; and
16. Perform other work-related duties as assigned.

Skills and Abilities Required:

Specific capacities and abilities may be required of an individual in order to learn or adequately perform a task or job duty.

1. **Intelligence:** The ability to understand instructions and underlying principles. Ability to reason and make judgments.

2. Verbal: Ability to understand meanings of words and the ideas associated with them.
3. Numerical: Ability to perform arithmetic operations quickly and accurately.
4. Manual Dexterity: The ability to move the hands easily and manipulate small objects with the fingers.
5. Form Perception: To make visual comparisons and discriminations and see slight differences in shapes and shadings of figures.
6. Color Discrimination: The ability to perceive or recognize similarities or differences in colors or shades or other values of the same color.

Physical Demands:

This job may require lifting of objects that exceed fifty (50) pounds, or the weight of an average child, with frequent lifting and/or carrying of objects weighing up to twenty-five (25) pounds. Other physical demands that may be required are as follows:

1. Pushing and/or pulling
2. Climbing
3. Stooping and/or kneeling
4. Reaching
5. Talking
6. Hearing
7. Seeing

Reports To: Building Principal

Disclaimer: The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees in this job.

