

Strong Roots Christian School
Job Description
Teacher

This role is: Full-Time, Annual Contract, 185 days per calendar year.

Job classification is: Exempt

Job status is: Permanent

This role reports to: Administrator

Personal, Educational, and Ministry Qualifications:

1. A clear testimony of Salvation by Grace.
2. A clear, identifiable, and verifiable demonstration of one or more of the spiritual gifts as described in 1 Corinthians 12, Ephesians 4, 1 Timothy 3, Titus 1, and 1 Peter 5.
3. Feels called to Christian education and shares a vision for the future of SRCS.
4. Is in agreement with the Statement of Faith, and the Educational Philosophy of SRCS.
5. Minimum of a Bachelor of Arts or a Bachelor of Science degree from a recognized college or university. A major in education is preferred, but not required.
6. A first year teacher will need at least one recommendation from a previous academic supervisor or educator.
7. Has a strong commitment to the concept of lifelong learning.
8. Understands and supports the concept of Christian education being a professional learning community where all participants, teachers, staff, and students are committed to learning at high levels of achievement. (Proverbs 16:21-22)
9. Subscribes to and strongly supports a biblical worldview.

Responsibilities:

Spiritual Leadership

Standard: The teacher's spiritual leadership stems from a rich personal relationship with Christ that extends to the entire community around them.

1. Each teacher should open class in prayer and pray throughout the day as the teacher sees the need.
2. Attitude, speech, actions, and activities model a consistent daily walk with Jesus Christ as evidenced by their regular scripture study and memorization to promote a unified community of believers.
3. Confidence in discipling and encouraging the spiritual life of students, colleagues, parents, and adult members of the community.
4. Faithful and active participant in a church consistent with the Statement of Faith.
5. Develops Christlike relationships by maintaining open communication with parents, students, and other school staff to develop and implement a unified and successful biblically based, academic program.
6. Leads students to a realization of their self-worth in Christ and their abilities to serve Him.
7. Follows the Matthew 18 principle in dealing with students, parents, staff, and administration.

Instructional Leadership

Standard: Classroom instruction occurs within a disciplined environment and reflects best practice teaching. Directed by curriculum guides, the teacher's differentiated instruction cultivates community and ensures each child is encouraged to achieve their potential and take their place in the home, the church, and in the world.

1. Recognizes that parents are primarily responsible before God for their child's education and partners closely with them for the development of the whole child.
2. Joyfully teaches assigned classes, following prescribed curriculum guides.
3. Effects student learning through mastery of the subject material by using best practice instructional methods (cooperative learning, formative assessment, etc.).
4. Integrates biblical principles and SRCS philosophy of education throughout the curriculum. Biblical integration works toward unity of the body of Christ.
5. Identifies individual student needs and works with parents, colleagues, and other learning professionals to offer every opportunity for success for each student.
6. Provides a documented, differentiated curriculum that meets individual student needs and inspires each child to meet their God-given potential.
7. Uses homework effectively for drill, review, enrichment, or project work, collaborating with other teachers to ensure student handbook guidelines for homework are followed.
8. Employs a variety of instructional aids, methods, and materials that will provide for creative teaching to reach the whole child: spiritually, mentally, physically, socially, and emotionally.
9. Incorporates available technology into lesson plans to enhance instruction of objectives and shows continued growth and willingness to learn new technologies.
10. Assesses the learning and attendance of students on a regular basis and provides documented communication per handbook procedure.
11. Through resources and speech, encourages global awareness and infuses the classroom with cultural appreciation that is respectful, supportive, inclusive, and flexible.
12. Collaborates with resource services to ensure the best educational plan for each child.
13. Reviews curriculum and testing scores; implements any necessary changes to provide the best academic environment year to year.
14. Ensures thorough coverage of material as outlined in daily plan and semester outline through effective time management.
15. Incorporates appropriate field trips and guest speakers to enhance objectives.
16. Provides direction and suggestions for individual help for students outside regular hours of the school day.
17. Maintains a clearly communicated, consistent, and biblically integrated classroom management plan that guides students both inside and outside the classroom ensuring a positive classroom environment conducive to learning.
18. Grades and returns student work promptly with appropriate feedback.
19. Maintains grade records for comprehensive knowledge of each student's progress.
20. Sends out assignments and pertinent information weekly.
21. Supervises the classroom aide (if one is provided) by managing their duties, overseeing their interactions with others, and utilizing their spiritual gifts to enhance the classroom atmosphere.

Non-Instructional Leadership

Standard: *The teacher upholds the school's high standards concerning rule enforcement, supervision, and personal organization. As an educator, they are supportive of the SRCS program.*

1. Reports to assignments punctually and attends the full time required.
2. Maintains appropriate verbal communication in order to always present the school in a positive light.

3. Models effective teacher/parental communication through timely and proactive updates of students to parents in support of student behavioral and academic success (posting assignments, grades, conferencing, weekly newsletters/updates, etc.).
4. Conducts Parent/Teacher Conferences as needed or scheduled.
5. Cooperates in implementing all policies, procedures, and directives governing the operation of the whole school.
6. Keeps administration informed as to serious student matters.
7. Follows professional ethics when in disagreement with the board, administration, policy or procedures, involving only appropriate school personnel in discussion of concerns or potential resolutions.
8. Keeps students, parents, and the administration adequately informed of significant performance fluctuation through documented notice.
9. Maintains an attractive, biblically integrated, and well-ordered classroom.
10. Supports administration through quality supervision of students (i.e. recess, lunchroom, in the classroom, chapel, extra-curricular activities, organizations, and outings) and maintains an active supervisory posture at all times.
11. Supports the broader program of the school by attending extra-curricular activities when possible.
12. Participates in school committees to ensure continued school excellence (curriculum, technology, emergency preparedness, special services, etc.)
13. Uses professional language in written and oral communications.
14. Maintains K+ grade records and attendance in SIS to meet the demand for comprehensive knowledge of each student's progress.
15. Prepares comprehensive and quality weekly lesson plans ahead of time and makes them readily accessible to the Administrator and/or substitute (email, physical copy, etc.).
16. Demonstrates knowledge and accurate implementation of emergency procedures.

Professional and Personal Growth

Standard: *The teacher maintains a high standard of professional and personal excellence.*

1. Maintains a personal appearance that is a role model of cleanliness, modesty, good taste, and follows written dress requirements.
2. Uses educational opportunities and evaluation processes for professional growth.
3. Engages in scheduled devotional, in-service, committee, and faculty meetings.
4. Consistently demonstrates courtesy, flexibility, integrity, self-control, and perseverance.
5. Pursues and satisfies the requirements set by CSI for standard certification.
6. Seeks the counsel of the administration, colleagues, and/or parents while maintaining a teachable attitude.
7. Refuses to circulate confidential information.
8. Demonstrates measurable progress toward established professional goals.
9. Meet everyday stress with emotional stability, objectivity, optimism, and professionalism.

Physical Requirements: The physical demands of the position at SRCS is one typically found in a school setting and the teacher may be required to stand and walk much of the teaching time in a setting that is appropriate with the teaching assignment. Reasonable accommodations will be made to enable individuals with disabilities to perform the essential functions of the position.

This job description is not a contract for employment.