

Job Description

Teacher

Graded School expects teachers to be involved in their professional practice both in the classroom and outside of it. In addition to having subject matter and grade level expertise, Graded expects all of its teachers to be broad-based educators, enthusiastically collaborating with students, colleagues, parents, and administrators to improve learning for all members of the school community. Teachers need to be genuinely committed to the school's mission and core values.

Major Areas of Responsibility and Specific Tasks

To assist Graded teachers in understanding expectations of the position, the school utilizes a Professional Growth and Supervision Plan (PGSP) that incorporates four performance domains with key descriptors.

Instruction

A Graded teacher is expected to:

- Facilitate high levels of student engagement and autonomy.
- Deliver quality instruction that is purposeful, differentiated, and intellectually challenging.
- Understand that learning is a collaborative endeavor exemplified by diverse perspectives.
- Empower students to be enthusiastic about their learning and that of others.

Assessment

A Graded teacher is expected to:

- Utilize assessment that is well-structured, engaging, challenging, and differentiated.
- Engage students in a variety of diagnostic, formative, and summative assessments.
- Embrace the philosophy that quality assessment is authentic and transparent.
- Provide timely and constructive feedback that fosters intellectual curiosity and inquiry.
- Encourage students to reflect critically on their learning with the aim of continuous improvement.

Learning Environment

A Graded teacher is expected to:

- Create a learning environment that is safe, welcoming, stimulating, supportive, and focused.
- Develop a student-centered learning environment characterized by fluid groupings and interaction.
- Facilitate purposeful dialogue within an atmosphere of trust, respect, and collaboration.
- Hold students accountable for high standards through positive reinforcement and visible exemplars.

Professionalism

A Graded teacher is expected to:

- Follow basic professional requirements regarding attendance, punctuality, appearance, and language.
- Communicate effectively with all stakeholders in a timely manner and in culturally appropriate ways.
- Actively participate in professional development activities and required meetings.
- Collaborate constructively and engage in professional discourse with colleagues.
- Demonstrate confidence in professional practice within and beyond the classroom.