

**TITLE****Teacher – Early Childhood (PK-Grade 3)****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 GOAL**

**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).**

**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.

## 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

## TEMPERAMENT (Personal Traits)

1. Adaptability to performing a variety of duties, often changing from one task to another of a different nature without loss of efficiency or composure.
2. Adaptability to accepting responsibility for the direction, control, or planning of an activity.
3. Adaptability to dealing with students.
4. Adaptability to making generalizations, evaluations, or decisions based on sensory or judgmental criteria.

## CAPACITY AND ABILITY REQUIREMENTS

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.

## WORK CONDITIONS

Normal school working environment.

Qualifies for the **PROFESSIONAL EXEMPTION** from the requirements of the *Fair Labor Standards Act (FLSA)* in regard to overtime. The employee is not entitled to the overtime rate of pay (time and a half) when the employee works over forty (40) hours in the defined work week (from Sunday 12:00 a.m. and continues through the following Saturday at 11:59 p.m.).

## GENERAL REQUIREMENTS

The above statements are intended to describe the general nature and level of work being performed by people assigned to this position. They are not intended to be a complete list of responsibilities, duties and skills required of personnel so assigned.