

**TITLE****Teacher - Alternative School****QUALIFICATIONS**

1. Have a Valid Tennessee teaching license with appropriate endorsement(s);
2. Meet all applicable requirements of *Every Student Succeeds Act (ESSA)* in regard to 'Highly Qualified' of core academic areas;
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. Serves as a positive and active participant in the appropriate Professional Learning Community (school level and system wide 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. Encourage students to positively deal with social problems;
8. Work closely with Disciplinary Hearing Authority;
9. Encourage students to work to their academic potential and to make a successful return to normal school placement;
10. Work closely with various community agencies to assist the students with their specific needs;
11. Instruct students in subject matter, using various teaching methods such as hands-on experience to address specific needs;
12. Participate in applicable educational conferences and teacher training workshops;
13. Prepare a teaching outline for course of study, assigns lessons and corrects papers as needed;
14. Evaluate progress, records results, and issues reports to parents of students' progress;
15. Keep accurate attendance records;
16. Maintain discipline in classroom and work areas;
17. Develop and maintains a classroom conducive to learning;

18. Prepare for class and shows evidence of preparation upon request;
19. Instruct students in the safe and proper use of equipment and monitors use;
20. Work with students, associates, parents, community groups, and business/industry personnel in a cooperative and professional manner;
21. Maintain up-to-date inventory records of instructional materials;
22. Attempt to strengthen communication skills and personality traits;
23. Encourage the whole process of formal education as well as vocational training and lifelong learning;
24. Assist in upholding and enforcing school rules, board policies, and administrative regulations;
25. Represent the school and community in a positive manner; and
26. Perform other work-related duties as assigned by the Director of Schools.

### **PHYSICAL DEMANDS**

This job may require lifting of objects that exceed twenty-five (25) pounds, with frequent lifting and/or carrying of objects weighing up to ten (10) pounds. Other physical demands that may be required are as follows:

1. Pushing and/or pulling
2. Climbing and/or balancing
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 people beyond giving and receiving instruction.
4. Adaptability to making generalizations, evaluations, or decisions based on sensory or judgmental criteria.
5. Good organizational skills.
6. Demonstrates the ability to implement innovative ideas.
7. Enthusiasm.

### **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.

## **WORK CONDITIONS**

Normal 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.