

**TITLE****Teacher - Middle School (Grades 4 - 8)****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 most current, applicable curriculum standards).**

**ESSENTIAL FUNCTIONS**

1. Prepare lesson plans for the principal's careful and thorough review which are correlated to the most current, applicable curriculum standards, and effectively use the lesson plans to actively engage all students in the learning process;
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 assessment results (including Value-Added and TVAAS Teacher Effect, when applicable) 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 Professional Learning Communities (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. Supervise activities such as field trips, group discussions, and dramatic play acting to stimulate students' interest in and broaden understanding of their physical and social environment;
8. Foster cooperative social behavior through games and group projects to assist students in forming satisfying relationships with other students and adults;
9. Prepare for assigned classes and shows evidence of preparation upon request of immediate supervisor;
10. Encourage students to maintains standards of classroom behavior;
11. Observe students to detect signs of ill health or emotional disturbance and to evaluate progress;
12. Discuss students' problems and progress with parents;
13. Administer diagnostic tests and evaluates students' progress on a regular basis;
14. Develop and maintain a classroom environment conducive to learning;
15. Assist in upholding board policies, school rules, and administrative regulations;
16. Is available to students and parents for education-related purposes outside the instructional day when requested to do so;
17. Represent the school and the community in a positive manner;

18. 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
19. Perform other work-related duties as assigned.

## **PHYSICAL DEMANDS**

This job may require lifting of objects that exceed fifty (50) pounds, 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 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.