

# NESPELEM SCHOOL DISTRICT

## Elementary Teacher



**POSITION SUMMARY:**

**NEA Union Certified Position  
8.75 Hrs. per Day / 4 Days per Week / Full-time  
Salary Range – Certified Salary Scale**

**SUPERVISOR:**

Superintendent / Principal

**ESSENTIAL FUNCTIONS:**

The position of Teacher implements, manages, and delivers school services.

- Teach general education and some physical education to students;
- Center instruction on high expectations for student achievement by establishing a culture for learning, providing clear communication with students and engaging students in learning;
- Demonstrate effective teaching practices through use of effective questioning and discussion techniques and reflection on teaching;
- Recognize individual student learning needs and develop strategies to address those needs. This will be demonstrated through knowledge of students and demonstrating flexibility and responsiveness;
- Provide clear and intentional focus on subject matter content and curriculum through knowledge of content and pedagogy, setting instructional outcomes, knowledge of resources and designing coherent instruction;
- Foster and manage a safe, positive learning environment through creating an environment of respect and rapport, managing classroom procedures, student behavior and organizing a safe physical space for student learning;
- Use multiple student data elements to modify instruction and improve student learning;
- Design student assessments, use assessment in instruction, and maintain accurate student records;
- Communicate and collaborate with parents and the school community through effective and ongoing communication;
- Exhibit collaborative and collegial practices focused on improving instructional practice and student learning;
- Participate in a professional community, expected to grow and develop professionally and demonstrate professionalism;
- Annually establish student growth goals to ensure student growth over time;
- Direct the activities of assigned non-certificated personnel;
- Attend or participate in all required staff meetings and other activities deemed necessary by the District and/or building principal, in order to accomplish the objectives of the position and for professional development;
- Takes ownership for students' academic progress and attendance, communicating high expectations and showing active interest in students' achievement;
- Prepares students for high stakes standardized tests;
- Conducts live synchronous teaching.
- Asynchronously supports objectives, including composing/sending emails, planning course objectives, preparing learning plans, and using data to determine student needs;

	<ul style="list-style-type: none"> <li>➤ Collaborates with local/regional/national teams and teacher trainers regarding instruction, resources, interventions and data-driven decision making;</li> <li>➤ Makes self-open and available to be coached on a regular basis with administrators and teacher trainers;</li> <li>➤</li> <li>➤ Under guidance from principal and coach, augments course content according to prescribed policies and procedures using appropriate asynchronous and synchronous tools;</li> <li>➤ Submits grades and required student work ensuring student academic honesty and integrity; Maintains grade book; makes placement and promotion decisions by generating formal and informal reports regarding student progress, alerts administrators to concerns about student performance and progress;</li> <li>➤ Other job duties as assigned by the Superintendent / Principal</li> </ul>
<b>QUALIFICATIONS:</b>	<ul style="list-style-type: none"> <li>➤ Possess or qualify for immediate issuance of a valid Washington State teaching certificate. PBIS knowledge preferred.</li> <li>➤ Maintain a valid CPR/First Aid certification and have the physical ability to perform CPR/First Aid if necessary</li> <li>➤ Use effective oral and written communication skills, ability to plan and organize delivery of services effectively.</li> <li>➤ Listen and react professionally.</li> <li>➤ Give and take directions.</li> <li>➤ Work in noisy and crowded environments.</li> <li>➤ Remain flexible to changes in assignments or situations.</li> <li>➤ Maintain accurate records as well as up to date reports as required.</li> <li>➤ Experience with the use of a computer to complete work order systems and other work related functions.</li> <li>➤ Establish and maintain effective working relationships with students, staff, parent, and community.</li> <li>➤ Maintain a high level of ethical behavior and confidentiality of information about students and staff.</li> </ul>
<b>WORKING CONDITIONS &amp; PHYSICAL REQUIREMENTS:</b>	<p>The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.</p> <p>The usual and customary methods of performing the job's functions require the following physical demands:</p> <ul style="list-style-type: none"> <li>➤ <b>Mobility:</b> While performing the duties of this job, the employee is regularly required to stand and walk for prolonged periods of time, push or pull 50 lbs., sit, kneel and crouch, twist and bend, use hands to type, finger, handle, or feel; and reach with hands and arm.</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Sense: The employee is required to talk/hear conversations and other sounds. The employee must be able to communicate effectively in person and over the telephone. Specific vision abilities required by this job include close vision, far vision, color vision, peripheral vision, depth perception and the ability to adjust focus.</li> <li>➤ Lifting: The employee must be able to lift or move up to 25 lbs. regularly and occasionally up to 100 lbs.; must also be able to lift overhead. The employee may be required to physically move quickly in an emergency or while performing student supervision duties.</li> <li>➤ The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Physical Hazards: While performing the duties of this job, the employee must be able to work outdoors in a wide variety of temperatures; from -10 degrees F to 100 degrees F+. The employee may be exposed to wet and/or humid conditions. The noise level in this work environment is moderate.</li> </ul>
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<b>TERMS OF EMPLOYMENT</b>	<p>Employment contingent upon successful clearance of a Washington State Patrol, FBI fingerprint criminal history background check, and Sexual Misconduct background check. Position is continuing and begins during the school year. Familiarity and willingness to adhere to the new Washington State Evaluation System and District adopted instructional framework</p>
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<b>PROCEDURE:</b>	<ul style="list-style-type: none"> <li>• Application procedure can be found at <a href="http://www.nsdeagles.org">http://www.nsdeagles.org</a></li> <li>• Click on Job openings</li> <li>• Click on how to apply <ul style="list-style-type: none"> <li>➤ Position opens</li> <li>➤ Position opened until filled</li> <li>➤ Screening &amp; Interviews TBD</li> <li>➤ Position begins as soon as possible</li> </ul> </li> <li>• Note: Employment contingent upon successful clearance of a Washington State Patrol and FBI fingerprint criminal history background check.</li> </ul>
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Immigration Reform and Control Act Requirement: The recommended applicant, if not a current regular employee, will be required to complete an INS I-9 form and must provide proof of employment eligibility.

Disclosure Statement and Record Check: Pursuant to Chapter 486, Washington Laws of 1987, the recommended applicant, if not a current regular employee, will be required to complete a disclosure form indicating whether he or she has been convicted of crimes against persons listed in the law. In addition, a background check, based on fingerprints, will be requested from the Washington State Patrol & FBI. Employment is conditional based upon completion of the record check. The Nespelem School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. Inquiries regarding compliance and/or grievance may be directed to the district's Title IX/RCW 28A.640 Officer and Civil Rights Coordinator and Section 504/ADA Coordinator.

**Nespelem School District, P.O. Box 291, Nespelem, WA 99155. (509) 634-4541.**

**Nespelem School District is an Equal Opportunity Employer**