

TEACHER

Goal: To educate students in God's Truth, integrating a biblical worldview through the teaching of assigned subject matter, and to disciple students in Christ, modeling and training them to be shaped into His likeness

Contracted by: School board with recommendation of Superintendent

Accountable to: Supervising principal

Supervises: Volunteers, student teachers, or classroom aides.

Evaluation: Annually by supervising principal

Type of Position: Professional/Exempt/Salaried

SPIRITUAL LEADERSHIP

The teacher models a consistent daily walk with Jesus Christ and makes a vital spiritual contribution to the life and work of the school.

Sample demonstrated indicators:

- Reflects Christ in speech, actions, and attitudes.
- Sets an example of spiritual discipline and unity in the body of Christ.
- Follows the Matthew 18 Principle in resolving conflict with students, parents, administration, and staff.
- Displays the Fruit of the Spirit.
- Maintains an unquestionable testimony.

1. PLANNING AND PREPARATION

1.1 The teacher demonstrates an understanding of the subject content and the biblical foundation of the curriculum, integrating Biblical principles throughout the curriculum.

1.2 The teacher designs coherent lessons using varied instructional strategies to establish an academically challenging environment that meets the developmental needs of all students.

Sample demonstrated indicators:

- Includes Biblical principles and worldview thinking in lesson planning.
- Prepares weekly lesson plans according to the course scope and sequence.
- Utilizes school resources (library, technology, academic support) to achieve curriculum goals and affect student learning.
- Understands relevant aspects of students' background knowledge and experiences.
- Demonstrates knowledge of how students learn and of developmental characteristics of age groups.
- Develops opportunities for students to learn and practice skills in meaningful contexts.
- Analyzes data to monitor student learning and to plan instruction.
- Reflects on the extent to which the learning goals were met.
- Participates in departmental collaboration for long-term development of scope and sequence.

2. CLASSROOM INSTRUCTION

2.1 The teacher inspires student learning, including Biblical worldview thinking, by using effective instructional strategies and by addressing individual learning differences.

Sample demonstrated indicators:

- Uses class time effectively.
- Communicates clearly and accurately.
- Presents clear learning goals and links instructional methods to these goals.
- Uses effective lesson elements of anticipatory set, statement of purpose, input, modeling, guided practice and independent practice.
- Employs a variety of questioning techniques that encourage critical thinking and student involvement.
- Implements a variety of strategies to introduce, explain, and restate subject matter concepts.
- Uses varied resources.
- Uses appropriate pacing.
- Differentiates instruction.
- Demonstrates mastery of subject material for which instructional responsibility is given.

3. STUDENT ACHIEVEMENT

3.1 The teacher systematically gathers, analyzes and uses data to measure student progress, guide instruction and provide timely feedback.

3.2 The work of the teacher results in acceptable, measurable, individual student progress based on the established standards.

Sample demonstrated indicators:

- Motivates students to take ownership for achievement.
- Assesses the learning of students through a variety of methods and provides progress reports.
- Provides timely, effective feedback to students and parents.
- Maintains accurate records to provide comprehensive knowledge of each student's progress.
- Uses homework effectively for drill, review, enrichment, or project work.
- Engages in pre and post assessment.
- Re-teaches or accelerates instruction as appropriate.
- Uses data collection to guide and modify instruction.
- Collaborates with others.

4. LEARNING ENVIRONMENT

4.1 The teacher provides a well-managed, Christ-centered environment for learning.

Sample demonstrated indicators:

- Cultivates culture of respect, caring, trust, and rapport.
- Expects each student to reach his/her full potential for learning.
- Creates an environment that reflects and promotes student learning.
- Appreciates diversity.
- Emphasizes to students the reality of their self-worth in Christ.
- Exercises friendliness and consideration, treating students without partiality.
- Creates classroom rules, routines, and procedures that allow students to assume responsibility.
- Recognizes role in discipling students through daily interactions.
- Maintains proper discipline in the classroom for a positive school environment.
- Communicates with the administration and home pertaining to specific disciplinary situations.
- Maintains a clean, attractive, well-ordered classroom.
- Follows procedures for dealing with emergency situations.

5. PROFESSIONALISM

5.1 The teacher maintains a professional demeanor, participates in professional growth opportunities, and complies with all school philosophies, policies, procedures and rules.

Sample demonstrated indicators:

- Meets everyday stress with emotional stability, objectivity, and optimism by resting in Christ's sovereignty.
- Demonstrates personal joy in and a sense of calling to teaching.
- Regularly reflects on personal effectiveness in each aspect of teaching.
- Receives instruction and correction as helpful for professional growth.
- Utilizes educational opportunities and evaluation processes for engaging in continuous, purposeful professional development.
- Collaborates with and encourages fellow staff members.
- Obtains and maintains ACSI certification and an Ohio non-tax certificate.
- Prepares adequate information and materials for substitute teachers.
- Maintains excellent attendance.
- Communicates effectively with students, parents, school personnel, families and the community, including correct language usage, clear directions and explanations.
- Fosters good parent relationships, including praise contacts, RenWeb, and a weekly letter (elementary levels).
- Maintains a personal appearance that is a role model of cleanliness, modesty, and good taste.
- Uses discretion and maintains confidentiality.
- Cooperates with the administration in implementing all policies, procedures, and directives governing the operation of the school.
- Attends and participates in scheduled devotional, committee, faculty, and departmental meetings.
- Performs duties as assigned by the administration.
- Represents the school in a favorable and professional manner to the constituency and general public.