



Northwest Christian High School Teacher Job Description

This position reports to and is evaluated by the NCHS Principal. High School Teachers create a flexible High School age program based on subject matter taught, and a class environment favorable to learning and personal growth; establish effective rapport with students; motivate students to develop skills, attitudes and knowledge needed to provide a good foundation for preparation for college, vocational school, or acquiring employment, in accordance with each student's ability; and establish good relationships with parents and with other staff members.

Essential Functions:

- Demonstrate knowledge of content and pedagogy appropriate to student population.
- Set instructional goals directly aligned to the Washington State Standards.
- Conduct their life in a manner which demonstrates spiritual maturity, reflects the purpose and values of the school, and is consistent with the school doctrinal statement (Statement of Faith).
- Incorporate a Christian world view when designing and instructing classroom curriculum.
- Demonstrate godly leadership in the classroom.
- Be a member in good standing of a local church, one having a doctrinal statement compatible with the school's doctrinal statement.
- Demonstrate knowledge of appropriate academic, technological, and locally relevant resources.
- Design coherent instruction.
- Design appropriate formative and summative assessments.
- Provide fair, equitable, and inclusive opportunities to all students.
- Create a classroom environment of respect and rapport.
- Establish a culture for learning in the classroom.
- Effectively manage classroom procedures.
- Effectively manage student behavior.
- Effectively communicate with all students.
- Use appropriate questioning and discussion techniques during instruction.
- Effectively engage all students in their learning.
- Use assessment within as well as to inform instruction.
- Demonstrate flexibility and responsiveness to enhance learning.
- Make thoughtful and reflective assessments of lesson effectiveness and adjust lessons and instructional strategies accordingly.
- Show professionalism in all manners of speech, dress, behavior, and social media communication.

- Maintain accurate, complete, and appropriate records and files.
- Build trust and promote positive relationships with students, parents, and colleagues.
- Provide highly engaging lessons utilizing nationally accepted best practices, differentiated instruction strategies, and hands-on and experiential/project-based learning methods.
- Utilize 21st century learning and teaching practices every day in every lesson.
- Inspire and encourage student progress while supporting and strengthening the learning capabilities of each student.
- Effectively prepare students to be successful for real life experiences.
- Provide students with ample practice time to master standards and skills.
- Provide students with focused formative feedback.
- Plan instruction that allows for independent/individual study as well as small group and large group collaborations.
- Pursue innovation and excellence in assignment preparations and implementations

Additionally, the teacher should be able to:

- Describe a philosophy of education and demonstrate its relationship to their practice.
- Understand how students learn and develop and apply that knowledge in their practice.
- Establish and maintain standards of pupil behavior to achieve an effective learning atmosphere.
- Organize class time to provide a balanced program of instruction, demonstration, work time and assessment.
- Guide the learning process toward the achievement of curriculum goals and--in harmony with the goals- -establishes clear objectives for all lessons, units, projects and the like to communicate these objectives to students.
- Teach students with respect for their individual and cultural characteristics.
- Know their content area and how to teach it.
- Develop lesson plans and instructional materials and provide individualized and small group instruction to adapt the curriculum to the needs of pupil.
- Translate lesson plan into developmentally and culturally appropriate learning experiences.
- Use current technology to enhance instruction.
- Use technology for record-keeping and research.
- Apply knowledge of current research and theory to instructional program.
- Facilitate, monitor, and assesses student learning.
- Evaluate pupils' academic and social growth; keep appropriate records and prepare progress reports.
- Identify pupil needs, make appropriate referrals, and work with the Response to Intervention Team (RTI) to develop strategies for individual education plans.
- Create and maintain a learning environment in which all students are actively engaged and contributing members.
- Create a classroom environment that is conducive to learning and appropriate to the maturity and interests of the students.
- Create an environment for learning through functional and attractive displays, interest centers, and exhibits of student's work.
- Work as a partner with parents, families, and the community.

- Take an active role in attending and/or participating in school and community events.
- Communicate regularly with parents by means of newsletters, notes, phone calls, conferences, etc.
- Participate in and contribute to the teaching profession by attending professional development sessions and/or registering for appropriate state-wide trainings and conferences.
- Follow established school policies, rules, and regulations.
- Other related duties as assigned.