

**PIKE-DELTA-YORK LOCAL SCHOOL DISTRICT**  
**JOB DESCRIPTION**

**Title:**           **TEACHER**

**File 306**

**Reports to:**     Assigned administrator/supervisor

**Job Objective:** Plans, implements and assesses student learning experiences.

**Minimum**       · Holds/maintains required state department of education credentials.

- Qualifications:**
- Displays flexibility, reliability, self-discipline and a willingness to take on challenging tasks.
  - Effective communication, problem-solving and time management skills.
  - Embodies high ethical standards/integrity. Accepts responsibility for personal decisions/conduct.
  - Maintains a record free of criminal violations that would prohibit public school employment.
  - Nonviolent Crisis Intervention (CPI) or similar training may be required for some assignments.

**Board bylaw requirement:** Employees shall remain free of any alcohol or non-prescribed controlled substance abuse in the workplace throughout his/her employment in the district. Employees are required to serve as a role model for students in how to conduct themselves as citizens and as responsible intelligent human beings. Employees have a legal responsibility to help instill in students the belief in and practice of ethical principles and democratic values.

**Essential Functions:**     **1. Maintains a thorough understanding of subject matter and pedagogy. Organizes subject content and learning goals that support high levels of student achievement.**

- Prepares instructional materials. Teaches assigned students and subject matters as scheduled.
- Develops and implements lesson plans aligned with state standards and district curriculum goals.
- Evaluates student academic needs and learning styles.
- Differentiates instructional techniques to effectively advance student learning.
- Facilitates the integration of new technology in all areas of the curriculum.
- Uses formal and informal assessment strategies to monitor student progress.
- Uses a data-driven approach to analyze assessments. Provides effective feedback to students.
- Collaboratively identifies and resolves problems that impede student learning. Implements evidence-based interventions that produce tangible benefits within defined time-frames.
- Facilitates/supports the least restrictive environment for the placement of students with disabilities.
- Serves as a resource for the development and implementation of 504, IEP and health care plans.
- Advocates for students. Observes student demeanor. Investigates/reports atypical behavior.
- Helps students make appropriate choices and grow academically. Promotes creativity, critical-thinking, cultural awareness, democratic values, empathy, ethical conduct and self-reliance skills.
- Evaluates student achievement/performance. Prepares progress reports and/or report cards.
- Regularly communicates academic, behavioral and social-emotional related matters to parents.
- Proctors state and district testing activities. Upholds mandated security procedures.
- Ensures student lists and teaching materials are readily available for substitutes.

**2. Exemplifies professionalism. Fosters goodwill to enhance the district's public image.**

- Acts in accordance with the *Licensure Code of Professional Conduct for Ohio Educators*.
- Complies with drug-free workplace rules, board policies and administrative guidelines/procedures.
- Contributes to an effective working environment. Performs all aspects of the job.
- Encourages community involvement in school-sponsored activities.
- Functions as part of a cohesive team. Develops mutually respectful relationships with co-workers.
- Keeps an acceptable attendance record and is punctual.
- Maintains a professional appearance. Wears work attire appropriate for the position.
- Participates in the development of best practices and advancement of academic standards.
- Respects privacy. Maintains the confidentiality of privileged information.

**3. Maintains open/effective communications. Serves as a reliable information resource.**

- Prepares and maintains accurate records. Submits required paperwork on time.
- Provides prompt notification of personal delays or absences.
- Refers policy interpretation questions to an appropriate administrator.
- Uses active listening/problem-solving techniques. Respects diversity. Resolves issues tactfully.

**4. Pursues opportunities to enhance personal performance.**

- Keeps current with professional standards associated with work duties.

- Updates personal skills as needed to use task-appropriate technology effectively.

**5. Takes precautions to protect student and staff safety. Helps supervisors manage risks.**

- Implements effective pupil management procedures. Provides appropriate student supervision.
- Maintains high standards for appropriate conduct. Takes action to address harassment and/or aggressive behavior. Complies with administrative directives and federal/state laws when dealing with discrimination, inappropriate behavior, suspected child abuse or neglect.
- Manages student behavior using positive behavioral support techniques.

**6. Performs other specific job-related duties as directed.**

- Helps implement workplace initiatives that advance organizational goals.

**Working  
Conditions:**

Safety is essential to job performance. Employees must comply with applicable workplace safety regulations, health laws and district protocols, ***if duties involve any the following situations:***

- Encounters with angry, rude and/or unpleasant individuals.
- Exposure to air-borne particulates, chemicals, combustible materials, electrical hazards, equipment vibrations, noise, moving mechanical parts, odors and/or slippery/uneven surfaces.
- Exposure to blood-borne pathogens and/or communicable diseases.
- Exposure to weather conditions and/or temperature extremes.
- Extensive standing/sitting. Frequent balancing, bending, climbing, crouching, kneeling, or reaching.
- Operating and/or riding in a vehicle. Working in or near vehicular traffic.
- Performing difficult tasks that require dexterity, physical strength and stamina.
- Traveling to meetings and work assignments.
- Working at heights, in confined spaces and/or under diminished lighting.

**Performance  
Evaluation:**

Employee performance is evaluated according to board policies/regulations, administrative guidelines/procedures, current negotiated agreements and applicable law. This job description identifies typical job functions and is not intended to be an exhaustive list of all possible work duties. This document is subject to change in response to funding variables, emerging technologies, improved operating procedures, productivity factors and unforeseen events.

The district offers equal opportunity employment without regard to race, color, national origin, ancestry, religion, sex, age, disability, military status and any other legally protected category.

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