



Teacher Job Description

SCS Mission: SCS is open to all families who are seeking a safe and joyful learning environment, where values and attitudes are shaped by Biblical standards. Our mission is to lead students and their families to Jesus Christ by providing quality Christian education. SCS will assist students toward a balance of personal commitment to Jesus Christ, intellectual competence, and healthy personal development.

SCS Teaching Philosophy: We believe the parents are the primary educators of their children and our job is to come alongside the parents in the instruction of their children. We will provide a safe, joyful learning environment for students to receive a top quality Christian education that consistently maintains a competitive edge in small classrooms with dedicated teachers. Students will be equipped to excel as we engage technology with project based learning in a carefully introduced device use curriculum, emphasizing Competence, Compassion, Creativity, and Collaboration at every grade level, individualized so that each child may progress and succeed, in an emotionally safe and physically secured campus.

GENERAL DESCRIPTION

Goal: The teacher will help to develop graduates who become Christ honoring, confident, responsible, and service oriented members of our community. Teachers prayerfully guide students to explore and learn attitudes, skills, and subject matter that will contribute to their development as mature, able, engaged, and responsible youth.

Overview: The teacher shall be a dedicated follower of Christ, hold a valid bachelor's degree, who feels called by God to the teaching profession. The teacher shall be an emotionally mature believer, gifted with compassion for children, competence in the focus of STEM Learning, successful with many forms of communication, and purposeful in building positive relationships with people from all cultures and faith. The teacher shall agree with the Core Values of Sunnyvale Christian School. (See back page)

Contracted by: Elementary staff is contracted by the Principal of the school.
Preschool staff is contracted by the Preschool Director.

Responsible to: Elementary staff is responsible to the Principal of the school.
Preschool staff is responsible to the Preschool Director.

Supervises: Teacher may supervise student teachers, aides, and volunteers.

Evaluation: Elementary staff is evaluated by the Principal of the school. Preschool staff is evaluated by the Preschool Director. Standards of performance are established through the Teacher Contract and through this job description. Details are found in the Staff Handbook.

Type of Position: (Mark two) ___ Exempt ___ Non Exempt ___ Salaried ___ Hourly

EDUCATIONAL QUALIFICATIONS

A Preschool Teacher shall hold at least twelve early childhood education semester units (18 quarter units). To be a minimally qualified teacher you must have 6 semester units and must be enrolled in Early Childhood Classes until you have completed twelve semester units.

An Elementary Teacher shall hold a complete bachelor's degree and have (or be in process to achieve) either a Master's Degree or a California state teaching credential. The term "working on" requires at least three semester (four quarter) units per year which will be submitted to the Principal at the end of each semester. Teachers with credentials agree to keep them clear and notify the Principal of any lapses or notations on their credential. Exceptions to these qualifications may be made at the sole discretion of the Administrative Team.

All teachers must provide their supervisor (Principal or Preschool Director) with transcripts of all college and graduate studies that have been completed to date and those immediately prior to each academic year, along with a copy of any teaching credentials.

PHYSICAL QUALIFICATIONS

Every teacher must be able to fulfill the requirements of the job as defined in this job description. Standing and sitting may be alternated at the discretion of the employee. The teacher must be able to accompany children to and from the classrooms. Every teacher must successfully comply with state regulations:

- *TB test
- *Health screening report
- *Fingerprinting

REQUIRED PERSONAL QUALITIES

The teacher shall:

1. Have received Jesus Christ as his/her personal Savior.
2. Believe that the Bible is God's Word and standard for faith and daily living.
3. Be in whole-hearted agreement with the school's Statement of Faith and teaching philosophy of the school.
4. Be a Christian role model in attitude, speech, and actions toward others. This includes being committed to God's Biblical standards for sexual conduct. Luke 6:40.
5. **Be a regular attending member in good standing at a Christian church in the local community, providing a letter stating so from your local pastor, upon Administration's request.**
6. Show by example the importance of Scripture study and memorization, prayer, witnessing, and unity in the Body of Christ.
7. Have the spiritual maturity, academic ability, and personal leadership qualities to "train up a child in the way he/she should go."

ADDITIONAL PERSONAL QUALITIES

The teacher shall:

1. Recognize the role of parents as primarily responsible before God for their children's education and be prepared to assist them in that task.

2. Demonstrate the fruit of the Spirit and the character qualities of enthusiasm, courtesy, flexibility, integrity, gratitude, kindness, self-control, perseverance, and punctuality.
3. Meet everyday stress with emotional stability, objectivity, and optimism.
4. Maintain personal cleanliness, dress with modesty, arrive promptly, practicing discipline and respect for self and others.
5. Use acceptable English in written and oral communication. Speak with clear articulation.
6. Respectfully submit and be loyal to constituted authority.
7. Shall notify the administration of any policy he/she is unable to support.
8. Refuse to use or circulate confidential information inappropriately.
9. Place his/her teaching ministry ahead of other jobs or volunteer activities.
10. Make an effort to appreciate and understand the uniqueness of the community.

JOB DESCRIPTION - Essential Functions

The teacher shall:

1. Reflect the purpose of the school which is to honor Christ in every class and in every activity.
2. Motivate students to accept God's gift of salvation and help them grow in their faith through their witness and Christian role modeling.
3. Lead students to a realization of their self-worth in Christ.
4. Cooperate with the administration in implementing all policies, procedures, and directives governing the operation of the school.
5. Have a positive attitude toward Sunnyvale Christian School and its leadership. Discuss concerns privately with the appropriate supervisor in a direct, calm manner. Provide solutions where possible.
6. Plan and work collaboratively and cooperatively with other staff members.
7. Teach classes as assigned, following prescribed scope and sequence, as scheduled by the administration.
8. Integrate Biblical principles and the Christian philosophy of education throughout the curriculum and activities.
9. Clearly communicate classroom rules and consistently enforce them. Keep proper discipline in the classroom and on the school premises for a good learning environment.
10. Treat behavior problems individually and privately discuss them with the student.
11. Maintain a clean, attractive and well-ordered classroom. Change bulletin boards to match lessons.
12. Plan broadly through the use of curriculum mapping and daily plans and objectives, to achieve educational and developmental goals, focusing on Project Based Learning.
13. Prepares lesson plans and materials for the week prior to the start of each week, submitting on-line and sharing documentation and project work collaboratively.
14. Plan a program of study to address the individual needs, interests, and abilities of the students, challenging each to do his/her best work, and encourage learning and application of knowledge.
15. Utilize valid teaching techniques to achieve curriculum goals within the framework of the school's philosophy.
16. Participate actively with children the majority of the day. Encourage and assist the children who need special help. Accept, respect, and utilize the children's ideas. Listen to children attentively, engage in meaningful verbal interaction, and be alert to non-verbal cues.
17. Foster group awareness in the classroom, a feeling of belonging, and mutual love and respect.
18. Employ a variety of instructional aids, methods, and materials that will provide for creative teaching to reach the whole child: spiritual, mental, physical, social, and emotional.

19. Plan through approved channels the balanced classroom use of field trips, guest speakers, technology, and other media.
20. Use homework effectively for drill, review, enrichment, or project work.
21. Assess the learning of students on a regular basis and provide progress reports as required.
22. Maintain regular and accurate attendance and grade records, utilizing the software and updating weekly for a comprehensive communication of each student's progress.
23. Keep students, parents, and the administration adequately informed of progress or deficiencies and give sufficient notice of failure.
24. Speak with parents regularly and always provide necessary information such as upcoming field trips, discipline, etc.
25. As prescribed by the administration, maintain your School Speak.
26. Recognize the need for good public relations. Represent the school in a favorable and professional manner to the school's constituency and the general public.
27. Develop and maintain rapport with students, parents, and staff by treating others with friendliness, dignity, and consideration.
28. Follow the Matthew 18 principle in dealing with conflict with students, parents, staff, and administration. In the spirit of reconciliation, conflicts shall be brought directly to the person with whom the teacher has a problem with. This will be done to seek Christian unity and will be done one on one, in a calm and problem-solving fashion. If resolution is not reached, the teacher will talk with his/her immediate supervisor.
29. Seek the counsel of the administration, colleagues, and parents while maintaining a teachable attitude.
30. Be on time to all assigned places of duty. Attend and participate in scheduled devotional, in-service, retreats, committee, faculty, and school events.
31. Know the procedures for dealing with issues and emergencies. Be able to quickly summon help when an emergency arises either in the classroom, gymnasium, or on the playground.
32. Apply appropriate emergency first aid to students who may be injured while in the classroom, gymnasium, or on the playground. Fill out the appropriate incident and injury reports.
33. Inform the administration in a timely manner if unable to fulfill any duty assigned.
34. Prepare adequate information and materials for a substitute teacher as necessary.

JOB DESCRIPTION - Supplemental Functions

The teacher shall:

1. Supervise extracurricular activities, organizations, and outings as assigned.
2. Utilize educational opportunities and evaluation processes for professional growth.
3. Provide input and constructive recommendations for administrative and managerial functions in the school.
4. Support the broader program of the school by attending extracurricular activities when possible.
5. Perform any other duties that may be assigned by the administration.

Core Values of Sunnyvale Christian School

1. We value Jesus Christ: He is God manifest as a human being. He was born of a virgin, lived a sinless life, died for our sins, and rose bodily from the grave. He is coming again in power and Glory. We seek to follow Jesus in all we say and do. School leadership will pray about decisions and seek unity, listening to the voice of Christ.

2. We value people: All people are created in the image and likeness of God and are to be treated with respect. We affirm the blessings of our multicultural world and welcome children from every race, nationality, and culture into our school.
3. We value truth: The Bible is the Word of God and we trust it as the final, infallible authority on all matters of faith and life.
4. We value life in Christ: In our desire to be whole people, every person needs forgiveness of sins and assurance of eternal life. We affirm that these blessings are found only through faith in Jesus Christ.
5. We value Christian unity: Because all true believers are one in Christ, denominational distinctions are not taught at Sunnyvale Christian School.
6. We value Christian education: Because God has given parents responsibility for the nurturing and training of their children, we believe in education in cooperation with the Christian community.