

Tierra Pacifica Charter School Position Description

Core Subject Teacher Middle School

Primary Function

Full-time core subject teachers are responsible for creating an organized and effective classroom environment in which students can grow academically, socially, emotionally, physically, and critically. Their teaching style should reflect the values, classroom management approaches and teaching methodology expressed in the Tierra Pacifica Charter. This includes actively teaching from critical pedagogies, understanding how systems of oppression impact student experience and classroom dynamics, and working toward educational equity.

Core subject teachers collaborate with colleagues and the School Director to develop an equity aware, arts enriched, developmentally appropriate program. This is a special position with flexibility in curriculum choices for the instructor in English, History, Social Studies, Language and Environmental Education. They are responsible for monitoring and assessing student progress in order to inform the course of instruction and to document progress.

Additional Duties and Responsibilities

- Provide progress reports for each student 3 times a year at the end of each trimester
- Hold parent-teacher conferences in the fall and spring, and a minimum of two class meetings for parents
- Communicate with parents through weekly newsletters home
- Participate in weekly staff meetings, periodic in-services and summer institutes
- Participate in school functions such as the Family Workdays, All-School Meetings, the Talent Share, Open House, the Science Fair/Invention Convention, Market Days, Dances and the Celebration of Growth.
- Participate as a member of Village Success meetings and IEP teams as needed
- Identify students requiring additional educational assistance, referring them to the appropriate resources in compliance with Public Law 94-142 and Section 504 of the ADA
- Supervise teaching assistant and parent volunteers
- Arrange relief teaching
- Perform other duties as needed
- Act as an emergency disaster relief worker in an emergency

Supervision and Evaluation

Core subject teachers will be supervised by the School Director and evaluated annually following performance evaluation procedures developed by the School Director and the School Governing Board.

Qualifications

Core subject teachers must possess/demonstrate the following characteristics:

Education/Experience

- Bachelor's Degree or higher
- Valid credential from the California Commission on Teacher Credentialing
- Experience, training or coursework (or willingness to undertake same) in child

development, conflict resolution, project-based thematic curriculum, social justice education/critical frameworks

- EL Authorization
- Spanish speaking preferred but not required

Licenses, Certifications, Bonding, Testing, Training

- Clean TB Test
- Criminal Justice Fingerprint Clearance
- CPH/First Aid Certification

Personal Qualities

- Willingness to work in a distance learning format when required
- Willingness to be part of a school working toward disrupting white supremacy and becoming healing-centered
- Willingness to work through conflicts using conflict resolution and transformative justice
- Understanding of and commitment to the philosophy of the school
- Respect for young people and an understanding of their developmental needs
- Passion for learning and openness to the process of personal growth and reflexivity
- Willingness to work in conjunction with teachers, parents, and community members
- Willingness to train and work with parent volunteers in the classroom
- Willingness to attend workshops, in-services, and training for professional development
- Willingness to attend school functions such as meetings and special events
- Willingness to plan and execute monthly field trips for the class, and larger trips for older students
- Willingness to participate in peer review and evaluations
- Willingness to meet the changing needs of students and the school especially in extraordinary circumstances

TPCS is actively seeking to build a diverse and experienced team of educators and does not discriminate on the basis of race, color, gender, handicap, age, religion, sexual orientation, or national or ethnic origin in conformance with all State and Federal regulations. TPCS is an equal opportunity employer.

Tierra Pacifica is a vibrant collaboration between families and educators working to create a loving school and multi-generational community. We stimulate a love of learning by integrating academic instruction with the arts and fostering environmental stewardship, emotional intelligence, and physical health. Parents participate at every level of our school, from making policy to sweeping the floors. Our task is to build not just a school but also a community in which a diversity of strengths, cultures, and family backgrounds is valued. Since we view education as a lifelong process, we envision our school as a center of learning for families, children, and teachers: one in which the real world comes into the classroom and the classroom goes out to the real world. Through conflict resolution training, classroom meetings and environmental education, we prepare our young people to become compassionate, effective leaders in tomorrow's world.

**This job description reflects essential functions of this position. It does not restrict management's right to reassign duties and responsibilities to this job at any time.*