

PELHAM SCHOOL DISTRICT POLICY

GCA – PROFESSIONAL STAFF (TEACHER) POSITIONS

Category: Recommended

Responsibilities and Duties of Teachers:

1. Plan and prepare lessons to engage students in the learning process.
 - Demonstrate knowledge of content and pedagogy.
 - Understand and implement the appropriate grade level curriculum and its relationship to the NH Frameworks.
 - Demonstrate knowledge of the age group and performance levels, learning styles, socio economic makeup of the community, and cultural diversity.
 - Endeavor to meet the needs of all students such as gifted and talented, special needs, or ESOL students.
 - Use current and emerging technologies to enhance instruction and to advance students' technological literacy.
 - Design effective teaching methods using different modalities such as teacher directed lessons, visual presentations, technology, hands-on activities, or group activities.
 - Provide clear rubrics for assessment, which state learning outcomes and the results will be used in planning and preparation.
2. Provide a safe environment to create a challenging and dynamic community of learners.
 - Establish relationships that are grounded in rapport and mutual respect between teacher and students as well as student-to-student.
 - Establish a culture for learning by demonstrating genuine enthusiasm for the subject and holding all students to high academic standards.
 - Develop procedures for the smooth operation of the classroom and the efficient use of time.
 - Establish agreed upon standards of behavior that are developmentally appropriate for the students and consistently hold students to these standards.
 - Provide a physically safe classroom that is arranged to enhance the learning activity.
3. Engage students in the content to learn and develop higher order thinking skills.
 - Communicate clearly and accurately with directions and procedures.
 - Use questions and discussion techniques to focus students in the content, to reflect on their understanding, and to provide a forum for the students' voice.
 - Engage students intellectually in the learning process with a representation of content that connects students' knowledge and interests with new ideas or skills.
 - Provide activities and assignments designed to challenge students to construct knowledge and demonstrate application of learned material.
 - Group students to enhance their level of engagement.
 - Utilize instructional materials and resources to engage students in the content in a manner that is structured and well-paced.
 - Provide timely feedback to all students on significant work.
 - Demonstrate flexibility and responsiveness to adjust a lesson to meet the learning needs of students.

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4. Engage in active reflection to review goals, planning, lessons, and professional practices.

- Relate a lesson to an overall goal and recognize its impact on student learning.
- Maintain records of student performance in a coherent and organized manner.
- Communicate with families of students appropriately, particularly in terms of progress and program expectations.
- Make meaningful contributions to the school and district by participating in school events and district projects, as well as develop positive relationships with colleagues.
- Seek out opportunities for professional development and assist other educators.
- Work effectively within a team or department in the decision-making process.
- Advocate for students' success within the learning environment and be responsive to overall needs.
- Base all practice on a clear understanding of professional ethics and the legal rights and responsibilities of educators and students.

Subject to Collective Bargaining Provisions and individual teaching contracts.

District Policy History:

Adopted: April 05, 2006