

Kinder Job Description

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Kindergarten Teacher

J. Paul Taylor Academy

Las Cruces, New Mexico

Start Date: July 6, 2026

FLSA Status: Exempt | Full-Time | 10-Month Licensed Position

Position Summary

The Kindergarten Teacher provides standards-based instruction in accordance with:

- New Mexico Public Education Department (NMPED) regulations
- New Mexico Academic Content Standards
- School policies and charter requirements

Instruction must align with the three foundational pillars of J. Paul Taylor Academy:

1. **Project-Based Learning (PBL)**
2. **Conversational Spanish Development**
3. **Healthy Living**

The teacher is responsible for ensuring student academic growth, maintaining a safe and structured learning environment, and implementing instructional practices consistent with the school's charter and state accountability expectations.

Essential Duties and Responsibilities

Instructional Planning and Delivery

- Plan and implement instruction aligned with New Mexico Academic Standards
- Design and facilitate interdisciplinary Project-Based Learning experiences
- Provide daily structured opportunities for conversational Spanish development
- Integrate healthy living practices, including movement, wellness, and nutrition awareness
- Differentiate instruction to meet IEP, 504, EL, and diverse learner needs
- Maintain lesson plans and documentation as required by NMPED and school policy

Assessment and Accountability

- Administer required state and local assessments
- Use formative and summative data to inform instructional decisions
- Maintain accurate student records in compliance with FERPA and state reporting requirements
- Participate in school-wide data review processes

Classroom Management and Environment

- Establish and maintain a safe, orderly, and developmentally appropriate classroom
- Implement proactive classroom management systems
- Follow school discipline policies and reporting procedures

Compliance and Professional Responsibilities

- Maintain valid New Mexico teaching licensure and endorsements
 - Complete required background checks and compliance documentation
 - Participate in required professional development
 - Adhere to ethical and professional standards outlined in NMPED Code of Ethics
 - Perform duties as assigned by administration consistent with licensure, school policy, and the most recent ratified version of the Collective Bargaining Agreement
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Minimum Qualifications

- Valid New Mexico Level I, II, or III-A Teaching License (or eligibility prior to July 6, 2026)
 - Appropriate early childhood or elementary endorsement
 - Experience teaching at the Kindergarten or Pre-K level
 - Knowledge of early childhood development
 - Understanding of standards-based instruction and classroom management
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Preferred Qualifications

- Three or more years of successful early childhood teaching experience
 - Bilingual (English/Spanish) proficiency
 - Experience implementing Project-Based Learning
 - Experience integrating wellness or outdoor education components
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Performance Evaluation Framework

Aligned to NMPED Teacher Effectiveness and School Charter Pillars

Teacher evaluation will follow NMPED-approved evaluation protocols and local charter expectations. Performance will be assessed in the following domains:

I. Instructional Effectiveness (State-Aligned)

Indicators:

- Standards-based lesson design
 - Clear learning targets and success criteria
 - Differentiation for diverse learners
 - Effective classroom management
 - Student engagement and academic growth
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II. Charter Pillar Implementation

A. Project-Based Learning (PBL)

Indicators:

- Development of interdisciplinary, inquiry-based units
 - Student collaboration and authentic problem-solving
 - Clear alignment of projects to standards
 - Use of formative assessment during projects
 - Student presentation and reflection components
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B. Conversational Spanish Development

Indicators:

- Consistent integration of oral Spanish practice
- Age-appropriate bilingual instructional strategies
- Student participation in structured conversational activities
- Growth in students' comfort and fluency in conversational Spanish

C. Healthy Living

Indicators:

- Integration of movement and physical activity in instruction
- Promotion of nutrition and wellness awareness
- Support of outdoor learning experiences
- Modeling of healthy lifestyle practices

III. Professional Responsibilities

Indicators:

- Collaboration with colleagues
- Family communication
- Timely submission of required documentation
- Participation in professional development
- Ethical conduct and professionalism