



Jessica Ramos, CEO
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JOB TITLE: Elementary Teacher

POSITION OVERVIEW:

The Elementary Teacher plays a foundational role in delivering high-quality instruction across content areas to students in grades 4K through 5. This position requires a strong understanding of child development, grade-level content standards (particularly in literacy and numeracy), and best practices in early and elementary education. The ideal candidate is committed to providing equitable learning experiences, supporting diverse learners, and nurturing a classroom environment where every child is valued, engaged, and encouraged to thrive academically, socially, and emotionally.

KEY RESPONSIBILITIES:

Curriculum Delivery:

- Deliver engaging, developmentally appropriate instruction aligned to grade-level standards across core content areas (literacy, math, science, social studies). At RBCS this means using our Core, grade-level curriculum materials with integrity and with ALL students.
- Differentiate instruction to meet the diverse needs of students, including English language learners and those with learning gaps or IEPs.
- Utilize a variety of instructional strategies, learning materials, and technology to support and enhance student learning.
- Integrate play-based and inquiry-based learning strategies, particularly in early grades (4K–2).

Equitable Learning Experiences:

- Create a welcoming, inclusive classroom environment that promotes equity, diversity, and belonging.
- Implement culturally responsive teaching practices that reflect and affirm students' identities and lived experiences.
- Provide students with voice and choice in their learning through student-centered approaches and responsive planning.

Foundational Skills Development:

- Foster early literacy and numeracy development, laying the groundwork for long-term academic success.
- Encourage curiosity, creativity, and critical thinking through integrated, hands-on learning experiences.
- Promote social-emotional learning by helping students build relationships, self-regulation skills, and confidence.

Support for Diverse Learners

- Use formative and diagnostic assessments to identify student strengths and areas of need.
- Provide targeted support and interventions for students with learning gaps or who require additional scaffolding.
- Collaborate with interventionists, special education staff, and support services to provide a wraparound approach to student success.

Classroom Management

- Establish and maintain a structured, positive, and engaging learning environment.
- Teach and reinforce clear behavioral and academic expectations.
- Use restorative practices and proactive behavior management strategies to support student growth and accountability.
- Foster a classroom community where students feel safe, respected, and encouraged to take academic risks.

Data-Driven Instruction

- Collect and analyze student performance data to monitor progress and guide instructional planning.
- Use assessment results to provide timely feedback, adapt instruction, and document growth over time.
- Participate in grade-level and school-wide data meetings to align efforts and share effective practices.
- Attend all required meetings
- Commit to ongoing professional growth opportunities.



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QUALIFICATIONS:

- Bachelor's degree in Education or a related field.
- Valid PA teaching certification in Elementary or Early Childhood Education.
- Strong understanding of child development and grade-level standards in literacy and numeracy.
- Experience with differentiated instruction and classroom management for diverse learners.
- Excellent interpersonal and communication skills with students, families, and colleagues.
- Commitment to equity, diversity, and inclusion in education, with a focus on promoting equitable learning experiences for all students.

WORK SCHEDULE:

This is a full-time, school-year position with additional days as required for professional development and preparation.

COMPENSATION:

Commensurate with experience and qualifications, as outlined by the school's salary scale.

BENEFITS:

- Competitive salary
- Health, Dental, and Life Insurance
- Paid time off
- Professional development assistance
- Tuition reimbursement
- Retirement plan

Employee Acknowledgment

I have read and understand the responsibilities, qualifications, and expectations outlined in the job description above. By signing below, I acknowledge my agreement and commitment to fulfill the duties of this position to the best of my ability.

Employee Name (Printed): _____

Employee Signature: _____

Date: _____