



THE WILBERFORCE SCHOOL

Lower School Teacher (Grades JK-5)

Education

- Bachelor's degree
- Master's degree preferred and reflected in compensation
- State or specialty certification preferred

Experience

- Two years of teaching experience are strongly preferred, with exceptions granted for outstanding candidates with demonstrated teaching gifts and call
- Ability to teach well, as demonstrated by references and student achievement
- Mastery of subject matters to be taught, as demonstrated by references, education, and student achievement

Personal Qualities

- Credible profession of repentance and faith in Jesus Christ
- Godly character (pastoral and other character references may be required)
- Membership or regular attendance at a local church
- Gift of teaching
- Views teaching as a high calling
- Self-educator and lifetime learner
- Well-spoken, with excellent grammar, diction, and vocabulary
- Understanding of and agreement with the mission, philosophy, and pedagogy of The Wilberforce School, including classical framework and Charlotte Mason influence
- Teachable and committed to grow, learn, and develop new understanding and skills
- Understanding of and ability to articulate biblical worldview
- Ability to integrate biblical worldview into all subject matters to be studied
- Maturity and emotional stability
- Heart for elementary-school aged children, ability to interact with and lead children, strong desire to see children learn well, to know God, and to love God

Job Responsibilities

With Students:

- Displays to students genuine love for God, love of scripture, and love of learning
- Prays (privately) for each student in the class
- Plans teaching schedule on a daily, weekly, trimester, and yearly basis, with the help of the Head of School and Academic Dean
- Works through the curriculum at an appropriate pace, with ongoing assessment of how each child is progressing through the material
- Uses formal and informal assessment tools to measure students' progress
- Individualizes instruction according to each child's needs while moving everyone toward class high standards of achievement
- Identifies and addresses academic or disciplinary problems, documents situations and/or alerts the Head of School/Academic Dean or parents when appropriate



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- Respects the confidentiality of students, families, and colleagues by using the highest degree of discretion in all communication
- Completes administrative tasks to maintain smooth operation of classroom
- Appropriately curbs personal conversations and contacts at school

With Parents:

- Views parents as students' primary teachers
- Views parent-teacher communication as highly important and valuable; expresses to parents a commitment to teach and nurture their child
- Communicates with parents when issues arise with their child, whether in academics, discipline, or other matters
- Makes parents aware of what is being taught at school through work sent home and other means

With Other Teachers:

- Works with other teachers to sharpen each other's teaching, share wisdom, and share experience
- Contributes to a cooperative and collegial atmosphere among teachers and staff
- Participates in teacher mentoring relationships
- Avoids gossip or slander by eschewing idle conversation about students or others and brings problems up only with the appropriate persons

With Head of School and/or Academic Dean

- Brings discipline or academic problems to attention of those leaders early, keeping them abreast of general progress and specific problems that arise
- Participates in training, devotionals, and other meetings and initiatives
- Respects and upholds school policies and standards delineated in the faculty and student handbooks and in faculty training
- Follows Matthew 18:15-17 model for handling conflicts and disagreements
- Performs both teaching and non-teaching tasks with attention to quality, detail, timeliness, and professionalism

Reporting Relationships

Reports directly to the Lower School Head and the Dean of Instruction.