



PO Box 185 ~ 511 Broadway  
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**Title:** Melba Jr/Sr High School Teacher – ESL – Grades 7-12  
**Pay Grade:** Dependent on Career Ladder Placement  
**Supervisor:** Building Principal

**Job Summary:**

To provide students who are English Language Learners with a daily and ongoing instructional program that supports English language development in listening, speaking, reading, and writing. The ESL Teacher will promote academic achievement, social integration, and citizenship development through effective instruction, collaboration, and classroom supervision. Will also help in administering of English Language Proficiency Assessments and in the writing of individual EL Plans.

**Essential Duties and Responsibilities:**

Must report to work on site and on time.

**Instruction**

1. Prepare for assigned classes
2. Design lessons with an appropriate level of difficulty that provide content in a logical and sequential manner
3. Employ a variety of instructional techniques and media, consistent with the physical limitations of the classroom and the needs and capabilities of the individuals or student groups involved
4. Meet and instruct assigned classes in the locations and at the times designated
5. Identify pupil needs and provide instruction appropriate to those needs
6. Analyze and interpret student data to develop and modify instructional activities
7. Follow modifications and accommodations as specified in Individual Education Plans (IEPs), 504s, English Language Learning Plans, and other Educational Plans.
8. Help design individual EL Plans
9. Implement the Idaho Core Standards, as well as the district's philosophy of education and instructional goals and objectives, in lesson plans, classroom instruction, unit planning, and assessments
10. Devise written and oral assignments and tests that require analytical and critical thinking as well as the reproduction of facts, and use them to evaluate student progress on a regular basis
11. Prepare students academically for district, state, and federal testing
12. Display command of the subject matter
13. Budget class time effectively

**Other Duties to Students**

1. Encourage students to strive to meet their highest potential
2. Establish and communicate classroom rules and encourage students to set and maintain standards of classroom behavior

3. Make provisions for being available to students and parents for education-related purposes outside the instructional day when required or requested to do so under reasonable terms
4. Work to establish and maintain open lines of communication with students and their parents concerning both the academic and behavioral progress of all assigned students
5. Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities

#### Professional Contacts and Activities

1. Attend and participate in faculty meetings
2. Attend special programs, meetings, and collaborate with other teachers as needed
3. Keep immediate supervisor informed of activities and any issues that may arise
4. Cooperate with other members of the staff in planning instructional goals, curriculum, objectives, and methods
5. Provide needed and requested information on a timely basis

#### Other

1. Assist in upholding and enforcing school rules
2. Maintain accurate and complete records as required by federal and state law, administrative rules, and Board policy
3. Input data in a timely fashion
4. Assume responsibility for his or her continuing professional growth and development by attendance at professional meetings, membership in professional organizations, enrollment in advanced courses, and by reading professional journals and other publications
5. Adhere to The Code of Ethics of the Idaho Teaching Profession adopted by the Professional Standards Commission and the State Board of Education
6. Seek assistance should emergencies arise
7. Represent the school district in a positive manner
8. Know and follow school district policy and chain of command
9. Perform other duties as assigned

#### Qualifications:

1. Idaho teaching certificate with appropriate endorsement(s)
2. ESL/ELL endorsement or coursework preferred.
3. Strong background in teaching methods, developmentally appropriate classroom activities, and effective classroom management
4. Demonstrated knowledge of subject matter and effective teaching methods
5. Strong background in curriculum and the Idaho Core Standards
6. Strong background in the integration of technology with instruction
7. Ability to maintain a positive learning environment
8. Work well with students, staff, and the public
9. Excellent organizational skills
10. Excellent interpersonal and communication skills
11. Able to work under deadlines
12. Maintain confidentiality of staff and students

**Evaluation:**

Performance of this position will be evaluated annually by the building principal in conformance with district policy and IDAPA 08.02.02.120.

**Terms of Employment:**

By contract as determined by the Board of Trustees in accordance with federal and state law, administrative rules, and Board policy.

*NOTE*

*All certificated and non-certificated employees and other individuals are required to undergo a criminal history check and submit to fingerprinting. Any applicant convicted of any of the felony crimes enumerated in Section 33-1208, Idaho Code may not be hired, and any applicant convicted of any felony offense listed in Section 33-1208(2), Idaho Code shall not be hired.*

Legal Reference:	I.C. § 33-512	Governance of Schools
	I.C. § 33-513	Professional Personnel
	I.C. § 33-515	Issuance of Renewable Contracts
	I.C. § 33-1201	Certificate Required
	I.C. § 33-1210	Information on Past Job Performance
	IDAPA 08.02.02.022	Endorsements A-D
	IDAPA 08.02.02.023	Endorsements E-L
	IDAPA 08.02.02.0234	Endorsements M-Z
	IDAPA 08.02.02.120	Local District Evaluation Policy—Teacher and Pupil Personnel Certificate Holders

Reviewed by \_\_\_\_\_ Date \_\_\_\_\_

My signature acknowledges that I have read and understand this job description, can fulfill the essential job functions as listed, and have been provided a copy.

Supervisor \_\_\_\_\_ Date \_\_\_\_\_