



Crossroads Charter Schools

Job Description: HS Biology Teacher

Direct Supervisor: Principal, or designee

School Summary:

At Crossroads Charter Schools, we...

- Understand the significant difference between equity and equality. Every student deserves to receive what he/she needs to succeed (equity), not that every student receives the same amount of resources, instruction, attention, etc. (equality).
- Develop school environments where all students are actively and meaningfully engaged in rigorous instruction and authentic learning tasks.
- Interrupt the “school to prison pipeline” – policies and practices that are directly and indirectly pushing the most at risk students out of school and on a pathway to the juvenile and criminal justice systems.
- Engage families as partners in meaningful ways.
- Build the capacity of diverse teams that are more reflective of our students.
- Nurture an open, collaborative, and trusting environment because the work is enormous, deeply personal, emotional and often difficult.
- Engage in on-going job embedded professional development through co-teaching and co-planning

Position Summary:

The high school biology teacher will collaborate with a dynamic team of educators to provide engaging learning experiences for students. The teacher’s primary job will be to facilitate developmentally appropriate STEM learning activities, experiences and assessments to foster intellectual, physical and social growth, targeting Missouri Learning Standards and Next Generation Science standards and competencies. The teacher collaborates with other staff to co-plan, co-deliver, and individualize instruction for all students in a class; work together creatively to accommodate student needs, diversity and educational backgrounds of the students in the class; and overcome instructional challenges constructively. The teacher is a hardworking, goal-oriented and enthusiastic professional with excellent subject knowledge and a sound understanding of the Missouri Learning Standards and Common Core State Standards.

Position Responsibilities:

- Develop lesson plans and assessments that align with the Missouri Biology End of Course Exam.
- Establish unit objectives that integrate the Missouri Learning Standards and the Next Generation Science Standards.
- Create a learning environment based on the communication, collaboration, critical thinking, and creativity
- Facilitate “hands-on” experiments and projects that allow students to learn by doing and exploring.
- Collaborate with classroom teachers to plan units of study.

- Use discipline models of BIST and Love & Logic to maintain a positive, encouraging learning environment.
- Implement instructional activities that contribute to a climate where students are actively engaged in meaningful learning experiences.
- Identify, select, and modify instructional resources to meet the needs of the students with varying backgrounds, learning styles, and special needs.
- Assist in assessing changing curricular needs and offer plans for improvement.
- Maintain effective and efficient record keeping procedures.
- Provide a positive environment in which students are encouraged to be actively engaged in the learning process.
- Communicate effectively, both orally and in writing, with students, parents, and other professionals on a regular basis.
- Collaborate with peers to enhance the instructional environment.
- Model professional and ethical standards when dealing with students, parents, peers, and community.
- Assume responsibility for meeting his/her course and school-wide student performance goals.
- Demonstrate gains in student performance.
- Participate in meetings, training and professional development
- Act in a professional and ethical manner at all times and comply with school policies, procedures, and expectations.
- Perform other duties and responsibilities as assigned by their supervisor.
- All work responsibilities are subject to having performance goals and/or targets established as part of the annual performance planning process or as the result of organizational planning.

Skills and Qualifications:

- Bachelor's in Education required.
- Master's Degree in the field of Science preferred
- Valid State of Missouri teaching certificate for high school biology.
- Ideal candidate will have experience with Project Lead the Way and STEM
- Desire to continue professional development
- Excellent organization skills and an ability to coordinate multiple tasks and activities
- Outstanding verbal and written communication skills and an ability to keep multiple stakeholder groups, including parents, teachers, staff, volunteers and partners, informed of critical issues, activities and schedules.
- An ability and enthusiasm for promoting the school and its mission to a broad and diverse group of people.
- Excellent work ethic, positive attitude, flexibility and willingness to perform tasks assigned
- Demonstrates ethical behavior and confidentiality of information about students and teachers in school environment and community.
- Must pass extensive background check and drug screening.

Key Working Relationships in Addition to Supervisor:

Teachers, Students, Parents, Volunteers, Office Staff, Support Staff, Assistant Principal, Chief Academic Officer, Executive Director