



Summary

Job Title

Upper School History Teacher

Department

Schools

Located in Loudoun County, Community Church exists to help people live life better by winning increasing numbers of people to Christ and his church. We summarize this mission as **Meet God, Meet Friends, and Live Life Better**. These three core initiatives drive everything we do!

Virginia Academy serves the mission of Community Church by preparing students for their best life, introducing them to a faith relationship with Christ, and thoroughly preparing them for His service. We see students from all around the world introduced to a genuine faith relationship, discovering their unique God-given gifts, and being thoroughly prepared for a life of service to the Lord and His church.

Upper School teachers are critical to the success of our school. They create a safe, engaging learning environment favorable to the learning and personal growth of every student. They establish effective rapport with students and inspire them to develop faith, knowledge, skills, and attitudes, which will prepare them for life. They challenge every student to excel at the highest level and establish great relationships with parents, which fosters trust and makes for a successful home and school partnership.

This position reports directly to a **School Principal**.

Upper School History

We are seeking a degreed History teacher (Bachelor's or Master's) to teach 6th - 12th grade which may include World History/Geography (Middle School and/or High School level), US History, and/or Government. Starting pay ranges from 40-45K.

Key Responsibilities

RESULTS

Teacher Expectations

55%

- Understand with complete clarity and work to uphold the mission, vision, and values of Virginia Academy.
- Know and uphold all policies and procedures – employee, parent/student, crisis management, school, etc.
- Enforce school rules, documenting discipline issues as needed
- Model Christ-like character, God-dependency, and church attendance/participation for students and parents.
- Build relationships with students and parents (especially the students), which transcends the classroom and shows genuine care and concern.
- Attend and engage in chapel each week.
- Provide proactive care/supervision of students; referring them to the school nurse for medical and/or first aid needs.
- Organize, decorate, and maintain the learning environment prior to the beginning of school and throughout the year.
- Provide prompt grading and feedback on assignments and assessments for students and parents throughout the learning process/school year.
- Effectively make use of the school data system (Renweb) for parents and students by posting assignments in a timely manner with descriptions.
- Proactively and professionally provide regular and necessary communication with parents regarding student performance, behavior, and overall progress; answering incoming emails and phone calls with a timely, professional response.
- Meet with parents for feedback, concern resolution, and student course correction as needed and/or scheduled.
- Provide timely and consistent reporting, grading/scoring of all assignments, assessments, labs, projects, etc.
- Provide formal quarterly reports (report cards) for students' academic and behavioral progress.
- Provide a class syllabus and unit lesson plans as requested by divisional supervisor.
- Keep accurate daily classroom attendance.
- Collaborate with other teachers and other staff members to ensure each student's needs are met as needed.
- Attend all monthly faculty and weekly divisional meetings for continued development, communication, and problem solving.
- Attend events that are deemed required by administration (i.e. Back to School Night, Open House, etc.)
- Attend extra-curricular events when possible (i.e. sports games, performances, ceremonies, etc.)
- Perform other related responsibilities as directed by your divisional supervisor including but not limited to lunch duty, detention, dismissal duty, study hall, homeroom, chapel, advisory, etc.
- Assist with the evaluation process for curriculum and text materials.
- Administer yearly standardized tests as required.
- Manage and/or assist with the end of year pack up and storage of classroom/school supplies, rooms, etc.
- Plan and communicate needed and desired field trips.

Classroom Responsibilities

30%

- Have differentiated learning opportunities and activities that reach all students.
- Incorporate a variety of teaching aids, formative and summative assessments, project based assignments, and outside the classroom learning opportunities as part of the learning process.
- Provide equal access to classroom discussions, activities, resources, technology, and support.
- Ensure that rules and consequences are fair, clear, and consistently applied.
- Set high expectations for students to achieve.
- Task students with activities and content that is challenging but attainable.
- Provide rubrics and exemplars of high quality work.
- Ask questions that require higher order thinking (e.g., applying, evaluation, synthesizing).
- Ensure learning experiences are positive.
- Evoke positive attitudes from students about classroom and learning.
- Allow students to take risks in learning.
- Provide support and assistance to understand content and accomplish tasks.
- Provide additional/alternate instruction and feedback at the appropriate level of challenge for students' needs.
- Integrate Biblical Worldview.
- Give opportunities to engage in discussions with teacher and other students.
- Make connections from content to real-life experiences.
- Actively engages students in learning activities.
- Provide formative assessments to gauge individual progress.
- Allow opportunities for students to respond to feedback in order to improve understanding.
- Clearly define how students are assessed.
- Create environment where students speak/interact respectfully with teacher and peers.
- Ensure students follow school and classroom rules and work well with others.
- Smooth transitions between activities.
- Ensure collaboration among students is productive and on-task.
- Be consistent in behavior expectations and consequences.
- Incorporate digital tools/technology to gather, evaluate, and/or use information for learning.
- Incorporate digital tools/technology to conduct research, solve problems, and/or create original works for learning.
- Incorporate digital tools/technology to communicate and work collaboratively for learning.

Professional Development

10%

- Set and meet yearly goals, seek out professional growth opportunities.
- Achieve the required total of yearly continuing education credits.
- Attend school orientation and other in-house training sessions.
- Prescribe to all action plans for future growth as prescribed by the principal through informal and formal performance reviews/observations.
- Engage in Threads to help promote a culture of free flowing feedback.

Teacher Budget

5%

- Submit purchase requests for needed supplies.
- Submit reimbursement requests for approved purchases as needed.
- Receive and relay payments for text replacements, special field trips, and activities as needed.

Total

100%

CORE VALUES

Health Matters

20%

- We work with the tangible help of God by maintaining regular personal time with him—space for hearing & listening to God’s voice through silence, solitude, praying, meditating on scripture, journaling, etc.
- We lead out of healthy marriages or singleness.
- We pay attention to physical health—diet, exercise & rest (Sabbath)—& make necessary adjustments.
- We connect to godly friendships through small group involvement where accountability & encouragement is practiced.
- We practice vulnerability—regular confession of weaknesses, sins, hurts, habits & hang-ups to not only God but to one another, as well.

Church Matters

20%

- We not only attend but we compellingly & constantly invite others to church, as well. An empty seat is a BIG deal!
- We always look out for & initiate conversation with new comers & guests. We push through our awkwardness so guests can feel welcome. We love to ask: “What can I do for you?”
- We work hard & if needed, late to make our ministry radiant—a church where people can’t help it, they have to notice her & want to be around her! We live to make church an ‘over-the-top’, inspiring, winsome, irresistible experience.
- We all equally share in honoring God by investing 10% of our income annually to finance his mission, the church. We don’t just work here. We ‘bleed orange!’
- We inform & help people complete our GROW course, the critical 1st step in truly joining the church.

Attitude Matters

20%

- We own the mission not our position, title or rank. We never say, “That’s not MY ministry!” or, “No one ever told me to do that!” or, “That’s not in my job description.” We energetically do what needs to be done.
- We don’t tolerate a negative attitude. We obsess on what we can control not on what we can’t.
- We all serve—something we’re doing connected to God’s house that we’re not being paid for.
- We practice authentic listening—listening to understand.
- We assume the best—when ‘stuff’ happens we don’t assume the worst or immediately go negative but give our colleagues the benefit-of-the-doubt.

Development Matters

20%

- We maintain Personal Development Plans (PDP’s) so we can demonstrate leadership growth. (We set goals—next steps in Leadership Pipeline, book reports, conferences, coaching...something!)
- We give the gift of feedback—positive & growth. & we hunger for both constructive & growth feedback from team mates in all situations.
- We lift others to higher levels passing along to others the knowledge, skills & opportunities that have been entrusted to us. We don’t just do a ‘job’, we build & empower people.

Environments Matter

20%

- We insure that all our environments are irresistible! From the parking-lot to our work space we strive to be flawlessly maintained—no ‘broken-windows’ anywhere...period.
- We are not finished until everything is clean, put away & visually stunning.
- We communicate confidence & respect to volunteers by keeping all behind-the-scene areas impeccable. (all closets, resource centers, cabinets, stairwells, back-stages, sound booths, garages, conex-storage boxes, etc)
- We pick up trash. We vacuum, sweep, mop, straighten things; put things away & return things in a clean orderly fashion. Sloppiness is ungodly!

Total

100%

Requirements

Education:

Required

- 4 year degree in content area
- Active church member

Desired

- Masters in subject area
- Student Teaching Completion
- State Certification
- 2 years teaching experience in subject area
- CPR/First Aid and/or MAT Certified

Experience:

Required

- A passion for teaching
- Demonstrated ability to work well with children/youth
- Well-rounded knowledge of the education process and subject matter.

Desired

- Experience teaching in secondary education
- Coaching/Club/Leadership Organization experience
- Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint, and Outlook)
- Experience with SMART Technology

The above statements are intended to describe the general nature and level of work being performed by the individual(s) assigned to this position and should not be considered a contract of employment. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required. Management reserves the right to modify, add, or remove duties and to assign other duties as necessary.