North Shore District 112
Teacher Job Description

North Shore School District 112 believes the following competencies are present in effective teachers.

A. Instructional Effectiveness

1. Classroom practices show a mastery of content and skills relevant to the teacher’s profession responsibilities
2. Provides structures that encourage effective self-disciplined students in all learning situations
3. Incorporates a child’s learning style, interest, and motivational factors in a developmentally appropriate manner
4. Ensures that all students have opportunities to ask questions, contribute, and otherwise participate in class activities
5. Differentiates and modifies content, curriculum, activities and expectations to meet the needs of individual children
6. Builds and connects concepts and prior knowledge to new learning experiences
7. Monitors learning through a variety of assessment methods and adjusts instructional decisions accordingly
8. Uses available student data in ascertaining needs, planning work, and guiding the learning process
9. Demonstrates evidence of daily and long-range planning
10. Integrates multiple disciplines
11. Utilizes a variety of active learning strategies
12. Engages in reflective thinking about effective teaching practices

B. Organization/Classroom Management

1. Creates a learning environment and structure which nurtures self-esteem, self-confidence, and self-discipline
2. Implements behavior management strategies that are fair and consistent
3. Establishes physical conditions that promote a positive learning climate
4. Provides pupil integration of classroom outlines and practices
5. Provides evidence of planning that establishes long-range objectives; i.e. daily activities scheduling, materials and resources
6. Acknowledges student learning accomplishments, on-task behaviors and appropriate conduct

C. Professional Demeanor

1. Performs duties in accordance with Board of Education, administration and school policies
2. Is punctual and regular in attendance, duties and responsibilities
3. Accepts recommendations for change and implements new programs and policies in a positive, professional manner
4. Works cooperatively with colleagues and is willing to accept decisions of the group
5. Actively pursues professional growth
6. Performs necessary clerical responsibilities
7. Solves professionally-related problems appropriately
8. Engages in reflective thinking on personal qualities and experiences related to effective teaching
9. Takes part in professionally related activities
10. Demonstrates an understanding of the cultures of the school and community

D. Personal Qualities

1. Communicates effectively with students, parents, colleagues and community
2. Establishes good rapport with students, colleagues, parents and community
3. Interacts with students, colleagues, parents and community in a mutually respectful manner
4. Expresses interest and enthusiasm for teaching and learning
5. Demonstrates empathy, fairness and consistency
6. Serves as a positive role model for students and colleagues
7. Shows a sense of humor as appropriate
8. Demonstrates flexibility and cooperation
9. Demonstrates appropriate voice, diction and language usage
10. Demonstrates appropriate listening skills
11. Maintains a positive and pleasant attitude
12. Maintains a professional demeanor
13. Develops supportive and collegial relationships