

POSITION TITLE: Teacher – Gifted and Talented – Secondary – Middle School

QUALIFICATIONS: Must possess a valid Virginia teaching license with an endorsement in K-6 or middle school. An endorsement in gifted and talented is preferred. Must obtain an endorsement in gifted and talented within two years of employment. Must have a minimum of three years of successful teaching experience at the secondary level. Must have excellent communications, organizational, presentation and public relations skills. Some knowledge of and/or teaching experience with gifted and talented students is preferred. Must be knowledgeable of creative, innovative, nontraditional teaching strategies that have proven successful with gifted students performing at different educational levels. Must be flexible in teaching style and demonstrate an ability to stimulate gifted students, and to encourage the development of concepts and integration of learning. Must have an understanding of the knowledge, skills and processes of the Virginia Standards of Learning (SOL) and how curriculum can be organized to teach these standards to gifted learners. Must be proficient at assessing student progress, planning lessons, and devising ways to improve teaching, collaborating with other educators, using the available technology, and acquiring necessary information. Must demonstrate the ability to select, adapt and use instructional materials and resources. Must have the ability to use appropriate strategies for assessing, monitoring and managing student learning. The ability to develop critical and creative thinking skills in gifted learners and to recognize and respond to individual differences is essential. Must be able to work in a collaborative and cooperative manner with parents, co-workers, central office staff and community representatives. Must have experience with windows based computers and related software applications. Bilingual skills to include Spanish are a plus.

PERFORMANCE EXPECTATIONS: Teaches gifted students in maintaining a class environment conducive to learning. Motivates all students to achieve maximum potential and to ensure achievement of academic goals and objectives. Screens and evaluates students for identification as gifted. Develops lesson plans and age appropriate instructional materials and implements individual and group programs for gifted students. Translates lesson plans into learning experiences and integrates subject area content and technology. Adapts teaching materials and methods to develop relevant sequential assignments that guide and challenge students. Develops standards for critical analysis through group discussions. Assesses needs of students and evaluates student achievement; provides instruction in individual or group sessions; establishes and maintains standards of behavior. Administers standardized tests in accordance with established procedures. Encourages students to think independently, develop and express original ideas, and develop independent research skills. Evaluates students' progress by maintains appropriate records and prepares progress reports. Communicates with students, student counselors and parents through conferences and other means. Maintains professional competence through in-service education and self-selected professional books, instructional materials and professional affiliations. Selects and requisitions books and instructional materials. Participates in curriculum development programs, faculty committees and student activity sponsorship as required. Performs other related tasks as required.

GENERAL DEFINITION AND CONDITIONS OF WORK: Duties performed typically in a school setting. Performs professional work providing teaching and/or training services to students and staff. Work requires frequent standing, sitting, walking, light lifting up to 10 pounds, vocal communication for expressing or exchanging ideas, hearing to perceive information at a normal spoken word level and visual acuity for preparing and analyzing written or computer data.

REPORTS TO: Dual reporting to Principal and Coordinator of Gifted and Talented

PAY SCHEDULE: Teacher Salary Schedule

LENGTH OF CONTRACT: 200 Days (9.5 months)

FLSA: Exempt