

**POSITION DESCRIPTION**

**TITLE: RESOURCE TEACHER**

**TYPE:** Licensed  
Exempt

**REPORTS TO:** Principal or Designated Administrator

**POSITION SUMMARY:**

The primary purpose of this position is to provide instruction in one or more academic skills to students who need additional instruction and assistance to meet state or District standards or learning goals. Instructional methods utilized must support the District Core Values and Mission, meet the need of our diverse student population, and result in measurable learning of state and District curriculum and performance standards.

**MINIMUM QUALIFICATIONS:**

1. Bachelor's Degree
2. Background and Criminal History Clearance
3. Valid Oregon Teaching License with applicable endorsements and authorization level(s).
4. Demonstrates a high level of communication skills and meets District standards for oral and written language proficiency in English and Spanish or Russian as applicable.
5. Skill in leadership and facilitation, including problem solving and conflict resolution.
6. Excellent organizational skills for effectively managing multiple tasks.
7. Ability to understand and follow oral and written instructions.
8. Knowledge of the principles of first and second language acquisition, and culturally responsive pedagogy.
9. Knowledge of human growth and development at assigned instructional level(s).
10. Knowledge of effective student behavior management methods.
11. Knowledge of the principles of effective instruction and differentiated instructional methods for students with varying levels of English language proficiency.
12. Such alternatives to the above qualifications as the Board or administration may deem appropriate and acceptable.

**ESSENTIAL FUNCTIONS:**

1. Communicates effectively in English in both oral and written form.
2. Communicates effectively in Spanish or Russian (if assigned) in both oral and written form.
3. Teaches a course of study in one or more subject areas as assigned focusing on state content and performance standards as adopted by the District or approved by the supervisor.
4. Shows written evidence of preparation for instruction that addresses both short and long-term learning goals, including state and District performance standards.
5. Provides developmentally appropriate learning experiences, including activities that challenge, motivate, and actively involve all students.

6. Utilizes differentiated and sheltered content instructional strategies, and/or English language development strategies to instruct students with varying levels of English language proficiency.
7. Uses a variety of formal and informal learning assessments to monitor student progress toward achievement of the learning objectives and modify instructional methods and materials as needed.
8. Documents student work and learning progress, creates a grading system that is consistent and fair, and communicates to students and parents/guardians the level of the student's achievement and progress on a regular basis.
9. Identifies and refers students who need additional services and support.
10. Implements classroom components of individual education plans or other individual learning or behavioral plans.
11. Establishes and maintains appropriate standards of student behavior and maintains order in the classroom and other learning environments in a consistent and fair manner.
12. Lifts, moves, or restrains students in accordance with Individual Education Program or Behavior Plan.
13. Notifies and involves parents/guardians regarding a student's behavior in accordance with school and District requirements.
14. Encourages parents/guardians to volunteer and provides them with meaningful opportunities to assist and participate in the educational process.
15. Follows all safety rules and takes all reasonable precautions to provide a safe and secure learning environment for all assigned students.
16. Demonstrates support for District Core Values, District Mission, District Strategic Plan, and Schoolwide Improvement Plan.
17. Establishes and maintains a positive and respectful learning environment and working relationship with students, staff, administration, parents/guardians, and community members.
18. Assists parents and community members as needed.
19. Demonstrates an awareness of and sensitivity to multicultural and multilingual values and environments.
20. Complies with professional development activities as required by the District.
21. Actively seeks out and participates in professional development activities designed to improve professional competence.
22. Participates in various meetings for the purpose of receiving information or sharing information and expertise with students, colleagues, and parents/guardians.
23. Holds expectations for high performance of self and students.
24. Assesses results of performance for improvement on a regular basis.
25. Demonstrates computer literacy and operates software programs as related to job responsibilities.
26. Maintains accurate, complete, and confidential records as required by law and District policy and regulations.
27. Maintains the integrity of confidential information relating to a student, family, colleague, or district patron, and uses or relays academic, social, or personal information only in the course of performing assigned responsibilities and in the best interest of the individuals involved.
28. Follows all laws, District policies, rules, regulations, memos, announcements, and reasonable requests by proper authority.
29. Adheres to the Teacher Standards and Practices Commission (TSPC) Standards for Competent and Ethical Educators.
30. Maintains regular attendance at work and work activities, and is punctual in meeting deadlines, attending meetings, and following schedules.

**OTHER REQUIREMENTS:**

1. The employee is expected to be dressed and groomed in a neat, clean, and appropriate professional manner for the assignment and work setting.
2. This position is performed primarily indoors in school buildings and offices, although some outdoor work or supervision may be required.
3. In cases in which the employee is required to travel between sites, the employee is responsible for his/her own travel and will be reimbursed for approved mileage.
4. Possible exposure to bodily fluids due to student or employee illness or injury.
5. May be required to obtain a First Aid and/or CPR Card and serve as a Delegated Caregiver or Designated First Aid Provider.
6. Occasionally performs other duties as required by supervisor.

**TERMS OF EMPLOYMENT:**

Current work year of approximately 191-201 days, subject to change. May include extended contract hours or days. Salary and benefits based on current District Salary Schedule and negotiated agreement.

**EVALUATION:**

Performance will be evaluated in accordance with applicable District Performance Standards and District Policy and Regulations concerning personnel evaluation.

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**EMPLOYEE STATEMENT:**

“I have reviewed the above position description and understand its contents.”

“I am aware that my position description may be revised or updated at any time and that I remain responsible for knowledge of its contents.”

“I hereby certify that I am able to fulfill the essential functions of the above position.”

\_\_\_\_\_  
Employee Name (Print)

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date