



4th Grade Lead Teacher

JOB ROLE

4th Grade Lead Teacher responsibilities will include:

- Deliver thoughtful, relevant, and student-centered lesson plans that promote an environment of critical thinking and academic rigor.
- Implement lessons through dynamic instruction that is engaging, motivating, and invests students in their learning.
- Review and analyze sources of data incorporating both formal and informal methods to measure and assess student growth aligned to instructional goals and to adjust instructional strategies and content delivery as needed.
- Interact in respectful ways with students and staff at all times, maintaining a physically and emotionally safe, supportive learning environment that is characterized by efficient and effective routines, clear and high expectations for all student behavior, and organization that maximizes student learning.
- Utilize positive behavioral management strategies that will invest students in their academic goals and motivate them to be actively engaged in their learning journey.
- Work to establish and maintain open lines of communication with students and their parents concerning the academic and the behavioral progress of students through daily/weekly folders, attending open houses and parent-teacher conferences, and regular personal phone calls or emails as needed.
- Attend and actively engage in a collaborative professional development (“in-service”), faculty meetings, and grade-level planning.
- Accept and seek consistent feedback and professional learning opportunities throughout the year to improve instruction and drive student achievement.
- Perform any other duties as assigned by school leadership.

QUALIFICATIONS

Bachelor’s degree in education or in a related area that would qualify for licensure as a teacher by the North Carolina Department of Public Instruction. Ideal candidates will also have experience working with elementary-aged children, ability and desire to work collaboratively, excellent written and oral communication skills, and deep investment in the Friends School of Wilmington mission statement and guiding values.

PHYSICAL REQUIREMENTS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to talk and hear. The employee frequently is



required to stand; walk; sit; use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to stoop, kneel, crouch, or crawl. The employee must be able to exert a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects. The employee must regularly lift and/or move up to 20 pounds. Specific vision abilities required by this job include close vision, peripheral vision, and the ability to adjust focus. Employees in this job must be energetic and flexible and possess the visual acuity to prepare data, work with records processes, and do extensive reading and research. Due to amount of time spent standing and/or walking, physical requirements are consistent with those for Light work, as defined by the Social Security Administration's Code of Federal Regulations.

SALARY & BENEFITS

The 4th grade Lead Teacher role is an exempt, salaried, ten-month position. Consistent with the North Carolina Department of Public Instruction Salary Schedule, salary is commensurate with education and experience. Benefits include retirement, health/dental/vision insurance, paid holidays and time off.

APPLICANT INFORMATION

Individuals who would like to be considered for the 4th Grade Lead Teacher position at FSW should be prepared to submit all of the following:

- Cover letter
- Resume/curriculum vitae
- Contact information for three (3) professional references

All offers of employment are conditional upon satisfactory completion of a criminal background check prior to beginning work. Successful candidates must also be able to demonstrate ability to legally work in the United States.

WHO WE ARE

Friends School of Wilmington is a preschool-8th grade independent school, rooted in Quaker values, dedicated to fostering a lifelong love of learning and a drive to act always with courage, integrity, and love.

At FSW, our educational mission is grounded in a sustained commitment to academic excellence and moral character; a learning environment where students are equipped to lead lives guided by curiosity and kindness, wisdom and empathy. Starting in our Montessori preschool classrooms, we empower children to explore the world around them through creative, hands-on discovery. Our Lower and Middle School students develop as self-confident critical thinkers who solve problems with authenticity, adaptability, and collaboration.



Our teachers and administrators are the best of the best, the majority of whom hold postgraduate degrees. Through an innovative, robust curriculum that draws upon experiential and service-learning principles, we help each child reach their highest individual potential. This work is supported by first-class campus facilities, like our multi-acre Longleaf Center for Environmental Learning, our Lower School EdTech classrooms, and our Middle School 1:1 Chromebook program.

Every member of the FSW community is familiar with and expected to uphold and foster our guiding principles of simplicity, peace, integrity, community, equality, and stewardship—colloquially known as the *SPICES*. These core values are the cornerstone of our educational mission and are modeled through and by all we do. Visit our website at www.fsow.org for more information.

COMMITMENT TO DIVERSITY & INCLUSION

Friends School of Wilmington actively strives to be a community of staff, students, and families of diverse backgrounds. FSW does not discriminate based on age, race, color, gender, gender identity, sexual orientation, religion, disability, socio-economic background, family structure, national or ethnic origin, genetic information, or military service in the administration of its policies and program. We are an equal opportunity employer in both policy and practice.