



Job Title: Gifted and Talented Teacher

Exemption Status/Test: Exempt/Professional

Base Salary: Teacher Pay Scale

Reports to: Principal of Assigned Campus

Date Revised: April 2, 2025

Primary Purpose:

The primary purpose of the Gifted and Talented Teacher is to provide specialized instruction and support for students identified as gifted or talented, ensuring they receive an appropriately challenging and enriching educational experience. The teacher will design and implement differentiated curriculum, foster a stimulating learning environment, and work closely with other educators, parents, and administrators to support the academic, social, and emotional growth of gifted students. This role aims to help students reach their full potential, promote creativity, critical thinking, and problem-solving skills, and cultivate a love for learning that extends beyond the classroom.

Qualifications:

Education/Certification:

Bachelor's degree from accredited university

Valid Texas teaching certificate with required endorsements or required training for subject and level assigned (Generalist EC-6 and Gifted and Talented Supplemental Certification)

30 Hours of Gifted Education Training

Special Knowledge/Skills:

Ability to communicate and collaborate effectively with parent/guardians and other professional to meet the social, emotional and cognitive needs of gifted and talented students

Knowledge of curriculum and instruction

Ability to instruct students and manage their behavior

Strong organizational, communication, and interpersonal skills

Experience:

Three or more years of classroom experience is required

Experience with gifted and talented students is preferred

Major Responsibilities and Duties:

Instructional Strategies:

1. Provide instruction for elementary students identified as gifted and talented. In-depth knowledge of the characteristics, needs, and educational strategies for gifted and talented students, including differentiated instruction, acceleration, and enrichment techniques.



2. Ability to design, implement, and modify curriculum that meets the advanced learning needs of gifted students, fostering creativity, critical thinking, and problem-solving skills.
3. Provide support to the classroom teachers by assisting in identifying, locating, assessing, and nurturing gifted and potentially gifted students, as well as differentiating curriculum and instruction for teachers.
4. Knowledge of the social and emotional characteristics of gifted students, including how to address challenges like perfectionism, asynchronous development, and peer relationships.
5. Skill in adapting lessons to accommodate varying learning styles, abilities, and interests, ensuring each student receives personalized challenges and support.

Student Growth and Development:

6. Proficiency in using various assessment tools to identify and evaluate gifted students, as well as track their progress and adjust instructional strategies accordingly.
7. Serve on district identification and appeal committees.
8. Maintain accurate and up-to-date records and forms.
9. Exhibit a high level of ethics and confidentiality in regards to student and teacher records and classroom performance.

Classroom Management and Organization:

10. Create a classroom environment conducive to learning and appropriate for the physical, social, and emotional development of students.
11. Manage student behavior in accordance with Student Code of Conduct and student handbook.
12. Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.
13. Assist in selecting books, equipment, and other instructional materials.

Communication:

14. Establish and maintain open communication by conducting conferences with students, parents, teachers, counselors and principals.
15. Provide professional development in assigned schools to help school personnel identify and understand the needs of gifted and talented students.



Professional Growth and Development:

- 16. Participate in staff development activities to improve job-related skills.
- 17. Comply with state, district, and school regulations and policies for classroom teachers.
- 18. Attend and participate in faculty meetings and serve on staff committees as required.

Work Relationships:

Celina ISD is committed to fostering a collaborative work environment that honors and supports the social and emotional well being of all. Employees are expected to interact in a manner that is becoming of all educators and promotes high levels of productivity for the benefit of the students we serve.

Mental Demands/Physical Demands/Environmental Factors:

Regular districtwide travel to multiple locations as assigned

Tools/Equipment Used: Personal computer and peripherals; standard instructional equipment; [P.E. teachers: automated external defibrillator (AED)]

Posture: Prolonged standing; frequent kneeling/squatting, bending/stooping, pushing/pulling, and twisting

Motion: Frequent walking

Lifting: Regular light lifting and carrying (less than 15 pounds); may lift and move textbooks and classroom equipment

Environment: Work inside, may work outside; regular exposure to noise

Mental Demands: Maintain emotional control under stress; work prolonged or irregular hours

This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Reviewed by _____ Date _____

Received by _____ Date _____