



TEACHER

TEACHER (GENERALIST - ELEMENTARY)

JOB DESCRIPTION

JOB TITLE: Teacher - Generalist (Elementary)
REPORTS TO: Campus Principal
LOCATION: Assigned Building

FLSA STATUS: Exempt
PAY GRADE: TCH
DAYS: 188 | **CALENDAR B**
JOB ID & DATE: TCH-01 | June, 2025

JOB PURPOSE SUMMARY

Provide students with appropriate learning activities and experiences in the core academic subject area assigned to help them fulfill their potential for intellectual, emotional, physical, and social growth. Enable students to develop competencies and skills to function successfully in society. All employees of the district are expected to act with integrity, support the organizational goals, utilize feedback to improve instructional performance, and commit to championing the needs of our students.

Elementary Specific

A successful Elementary Teacher will understand the basic subjects taught in grade school and be comfortable teaching classes to grades 1 through 6. Teachers should also understand childhood development and be able to communicate effectively with children ages 5 through 12.

Kindergarten | Early Childhood Specific

A Kindergarten Teacher, or Early Childhood Educator, is responsible for supervising children and guiding their development so they have the foundation to succeed in elementary school. Their duties include developing age-appropriate lesson plans for students with different abilities, teaching social skills through guided activities and assessing student projects.

Academic Language Development (ALD) Specific

An effective Elementary Teacher incorporates Academic Language Development (ALD) to ensure all students—especially Multilingual Learners—develop the language skills needed to access rigorous content. This includes explicitly teaching academic vocabulary, modeling sentence structures, and fostering structured speaking and writing opportunities across all subject areas. Teachers use scaffolds and intentional language supports to build both content knowledge and communication skills.

English Language Development (ELD) Specific

The Elementary English Language Development (ELD) Teacher provides targeted instruction to support English Learners (ELs) in acquiring academic English and achieving grade-level standards. The teacher delivers daily ELD lessons aligned to the Colorado English Language Proficiency Standards and integrates language development into all content areas. This position supports linguistically diverse students through intentional planning, data-informed instruction, and collaboration with classroom teachers to create inclusive and linguistically responsive learning environments.

Dually Identified ELD Teacher. The Dually Identified ELD teacher will provide push-in services to dually identified SpEd/ML students placed in a self-contained Learning Lab or SSN setting. for Dually Identified SpEd/ML Self-Contained Students (LL/SSN)

REQUIREMENTS

Education Level Details

Bachelor's degree from an accredited college or university; or
General qualifications of a teacher as prescribed by the State Department of Education

License / Certification Required

Must possess or qualify for a Colorado teaching certificate with an elementary education endorsement
Teachers in grades K-3 required to meet ReadAct requirements
Dual Language Teachers required to hold CLDE or appropriate credentials

Work Experience Required

One year residency, student teaching, or classroom experience preferred

Other Skills and Abilities Required

Knowledge of core academic subject assigned
Knowledgeable of state curriculum standards
Bilingual Endorsement preferred
Regular attendance is essential

EVALUATION

Performance will be evaluated annually in accordance with provision of the Board's policy on evaluation of professional personnel.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Instructional Strategies

- Develop and implement lesson plans that fulfill the requirements of the district's curriculum program and show written evidence of preparation as required. Prepare lessons that reflect accommodations for differences in individual students. Design instructional activities which enhance the objectives and which reflect an interdisciplinary/thematic approach to teaching.
- Plan and use appropriate instructional and learning strategies, activities, materials, equipment, and technology that reflect understanding of the learning styles and needs of students assigned and present subject matter according to guidelines established by the district, board policies, and administrative regulations.
- Conduct assessment of student learning styles and use results to plan instructional activities.
- Work cooperatively with special education teachers to modify curricula as needed for special education students according to guidelines established in Individual Education Plans (IEP).
- Work with other members of staff to determine instructional goals, objectives, and methods according to district requirements.
- Implement Tier I instructional practices aligned with core academic standards, and provide differentiated instruction to meet the needs of all learners.
- Collaborate with instructional teams to identify students in need of additional support and deliver targeted Tier II interventions within the MTSS framework.
- Uses technology to strengthen the teaching/learning process

- Plan and assign work to instructional aide(s) and volunteer(s) and oversee completion.

Student Growth and Development

- Showcase the academic performance of students.
- Conduct ongoing assessment of student achievement through formal and informal testing.
- Be a positive role model for students; support the mission of the school district.

Classroom Management and Organization

- Create classroom environments conducive to learning and appropriate for the physical, social, and emotional development of students.
- Manage student behavior in accordance with the Student Code of Conduct / student handbook.
- Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.

Communications

- Establish and maintain a professional relationship and open communication with parents, students, colleagues, and community members.

Professional Growth and Development

- Participate in staff development activities to improve job-related skills.
- Comply with the Colorado Department of Education, district, and school regulations and policies for classroom teachers.
- Attend and participate in faculty meetings and serve on staff committees as required.
- Assist in selecting books, equipment, and other instructional materials.
- Compile, maintain, and file all reports, records, and other documents required.

Policy, Reports and Law

- Comply with all applicable federal laws, including the Individuals with Disabilities Education Act (IDEA), and Title I and Title III program requirements (as applicable), along with other national regulations governing K–12 public education.
- Comply with all State of Colorado education laws and regulations, including the Colorado READ Act (if applicable), the Exceptional Children’s Educational Act (ECEA) (if applicable), and all standards and guidelines established by the Colorado Department of Education (CDE).
- Follow all relevant Board of Education policies and Adams 14 Operational Policies related to curriculum, instruction, assessment, safety, student services, and professional conduct.
- Adhere to district-level procedures and school-based expectations regarding instruction, family communication, data reporting, and school improvement planning.
- Perform other duties as assigned by the building principal or the Superintendent of Schools.

Budget Responsibility

- Compile and maintain records of instructional materials and supplies.

SUBJECT SPECIFIC DUTIES AND RESPONSIBILITIES

Academic Language Development (ALD) Specific

- Integrate Academic Language Development strategies into all content areas to support language acquisition and academic discourse.
- Plan and deliver instruction that develops students' ability to comprehend and use academic vocabulary, sentence structures, and language functions across disciplines.
- Scaffold instruction for Multilingual Learners (MLs) using visuals, realia, sentence frames, and structured conversation routines.
- Collaborate with CLDE specialists, instructional coaches, and grade-level teams to align ALD strategies with curriculum and language proficiency standards.
- Monitor student progress in both content and language development, using formative assessments to guide instructional decisions.

English Language Development

- Provide targeted English Language Development instruction to students, both individually and in small groups, using evidence-based ELD strategies and materials
- Administer and interpret language proficiency assessments (e.g., WIDA ACCESS, WIDA Screener) to determine students' English language proficiency and monitor progress
- Develop or adapt curriculum and instructional resources aligned with English Language Proficiency Standards and district curriculum to meet the specific language needs of students
- Collaborate with classroom teachers, interventionists, and specialists to integrate ELD strategies into core content instruction and co-plan or co-teach as needed
- Create and implement individualized learning plans for linguistically gifted students (LGS), supporting both advanced language development and enriched content learning
- Communicate regularly with parents/guardians of EL and LGS students to share progress, explain language supports, and provide strategies for home language development
- Analyze formative and summative assessment data to inform instruction and provide language-focused feedback to students
- Maintain accurate and up-to-date records of student services, assessment results, and progress monitoring in accordance with federal, state, and district requirements
- Foster a culturally inclusive and respectful classroom that values the linguistic and cultural backgrounds of all students

PHYSICAL REQUIREMENTS/WORKING CONDITIONS

The physical demands, work environment factors and mental functions described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Physical Demands: While performing the duties of this job, the employee is occasionally required to stand, climb or balance, stoop, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 40 pounds.

Work Environment: While performing the duties of this job, the employee will work primarily in a usual office or school environment including classrooms, cafeterias, hallways, playgrounds, gyms, and other spaces accessible to students. The Employee may be required to work from a remote location in the event of a district shut-down or other event.

Mental Functions: While performing the duties of this job, the employee is regularly required to communicate, compare, analyze, coordinate, instruct, evaluate, and use interpersonal skills. Occasionally required to compile, copy, compute and negotiate.

TRANSPARENCY IN PAY AND BENEFITS

Adams 14 is committed to transparency in compensation and benefits and complies with Colorado's Equal Pay for Equal Work Act. We offer a competitive and comprehensive benefits package designed to support the health, financial security, and well-being of our employees.

Compensation for this position is **\$64,501 to \$121,414** per year (2025-2026), based on verified experience and qualifications, and aligned with the Adams 14 salary schedule. This position is scheduled for **188** work days annually. Additional compensation opportunities may be available through stipends or supplemental assignments, depending on job responsibilities.

Benefits include: Paid Time Off (PTO), Medical, dental, and vision insurance plans, District contributions to Health Savings Accounts (HSA), Flexible Spending Accounts (FSA), Employee Assistance Program (EAP) with free and confidential support services, Wellness and preventive care programs. Voluntary coverage options for life insurance, accidental death and dismemberment (AD&D), critical illness, cancer care, legal assistance, and accident insurance are available for all full-time staff.

Retirement and voluntary benefits include: Membership in the Colorado Public Employees' Retirement Association (PERA) and optional retirement savings plans including 403(b) and 457(b).

For more detailed information, please review the Adams 14 Employee Benefits Guide, available on the District website

Employee Printed Name: _____ Employee ID Number: _____
Signature: _____ Date: _____