

CLASSROOM TEACHER (COMBINATION CLASS)

Position Title: Classroom Teacher – Combination Class

Classification: Certificated Staff

Status: Full-Time (10-Month / 180-185 Work Days)

Reports To: Superintendent / Principal

POSITION PURPOSE

The Classroom Teacher at Spencer Valley School delivers high-quality, standards-based instruction to elementary/middle school students. Due to the unique, small-school environment of Spencer Valley, this position requires managing and teaching a **multi-grade combination classroom** (e.g., K–1st, 2nd–3rd, 4th–5th, or Middle Grades). The teacher is responsible for planning differentiated, multi-tiered curriculum, fostering an inclusive and supportive classroom culture, assessing student growth, and collaborating closely with colleagues, families, and community members.

KEY RESPONSIBILITIES & ESSENTIAL FUNCTIONS

1. Multi-Grade Instructional Delivery & Differentiated Planning

- **Combination Classroom Management:** Design and implement flexible lesson plans that effectively address state standards across multiple grade levels simultaneously within a single classroom setting.
- **Differentiated Instruction:** Utilize small-group instruction, station rotation, peer-led learning, and independent study strategies to meet the diverse academic, developmental, and linguistic needs of students across different grades.
- **Curriculum Alignment:** Align daily learning activities with California Common Core State Standards and Next Generation Science Standards (NGSS), adjusting pace and complexity for multi-level achievement.
- **Individualized Learning Plans:** Monitor student progress and tailor learning strategies for diverse learners, including gifted students, English Learners, and students with IEPs or 504 plans.

2. Classroom Culture, Safety & Social-Emotional Support

- **Positive Learning Environment:** Establish a respectful, structured, and nurturing classroom atmosphere that encourages curiosity, student agency, and cooperation across grade levels.
- **Behavior Management:** Maintain clear standards for student conduct using proactive, restorative, and trauma-informed discipline practices.

- **Active Supervision:** Ensure the physical safety and emotional well-being of students across classroom, playground, dining, and campus spaces during instructional hours and school-sponsored activities.

3. Student Assessment & Data-Driven Instruction

- **Assessment & Tracking:** Administer diagnostic, formative, and summative assessments (including state-mandated CAASPP testing) to measure individual and grade-level progress.
- **Data-Informed Planning:** Analyze student data regularly to adjust instructional strategies, form targeted intervention groups, and track longitudinal growth.
- **Reporting:** Maintain accurate records of student attendance, coursework, grades, and behavioral progress, preparing comprehensive report cards and progress reports.

4. Family Communication & Small-School Collaboration

- **Family Engagement:** Maintain open, regular, and constructive communication with parents and guardians through conferences, digital platforms, phone calls, and informal check-ins.
- **Small-School Leadership:** Work collaboratively with a small, close-knit team of certificated staff, instructional aides, and district administration to support school-wide initiatives, multi-grade events, and community traditions.
- **Extracurricular & Event Support:** Participate in school-wide programs, field trips, open houses, artistic performances, and community gatherings.

QUALIFICATIONS & REQUIREMENTS

Education & Credentialing

- **Credential:** Valid California Multiple Subject Teaching Credential issued by the California Commission on Teacher Credentialing (CTC). *(Single Subject Credentials with appropriate authorizations may be considered depending on grade combination).*
- **English Learner Authorization:** CLAD, BCLAD, CTEL, or equivalent English Learner authorization required.
- **Education:** Bachelor's Degree from an accredited college or university required (Master's Degree preferred).

Experience & Attributes

- **Experience:** Minimum of two (2) years of successful elementary or middle school classroom teaching experience preferred. Prior experience in a combination/multi-grade classroom or small rural school environment is highly desirable.
- **Adaptability:** Exceptional organizational and time-management skills necessary to balance multiple grade-level curricula simultaneously.

- **Interpersonal Skills:** Strong communication skills, empathy, cultural competence, and an enthusiastic approach to community-oriented schooling.

Clearances & Compliance

- **Background Check:** Department of Justice (DOJ) and FBI fingerprint clearance prior to employment.
- **Health Clearances:** Tuberculin (TB) clearance and pre-employment health screening.
- **CPR/First Aid:** Valid First Aid and CPR certification.

KNOWLEDGE, SKILLS & ABILITIES

- **Knowledge of:**
 - Multi-grade pedagogy, multi-tiered systems of support (MTSS), and flexible grouping models.
 - California State Content Standards, frameworks, and state assessment protocols.
 - Educational technology, modern classroom software, and digital learning tools.
- **Ability to:**
 - Smoothly transition between different grade-level instructional topics within a single block of time.
 - Work flexibly in a small district setting where teachers often wear multiple functional hats.
 - Build strong, lasting relationships with students, parents, and community partners.

PHYSICAL & ENVIRONMENTAL DEMANDS

- **Physical Demands:** Requires sitting, standing, and walking around the classroom and school grounds for extended periods. Ability to bend, stoop, kneel, reach, and lift up to 25–30 lbs (classroom supplies, equipment). Clear vision and hearing capability to supervise groups of children effectively.
- **Environmental Demands:** Indoor classroom setting and outdoor campus areas. Exposure to seasonal outdoor weather conditions during recess, duty, and campus events. Fast-paced, dynamic school environment requiring high mental agility.

Note: This job description outlines the primary functions of the role but is not an exhaustive list of all responsibilities. The Superintendent/Principal may assign additional operational duties to ensure the seamless running of Spencer Valley School.