



Salisbury Academy 3rd Grade Teacher

Reports To: Division Director

Summary of Position Objective:

A teacher at Salisbury Academy, first and foremost, loves students and has a daily responsibility for the social, emotional, and educational well-being of all children. A Salisbury Academy teacher strives to maintain a student-centered learning environment at all times and is willing to do what is necessary to positively impact the life of each child in his or her care. Finally, a Salisbury Academy teacher endorses and affirms the mission of the school:

Salisbury Academy inspires a love of learning and prepares passionate leaders through discovery, stewardship, community, and faith.

Duties and Responsibilities:

Instructional Excellence & Innovation

- Plan and deliver instructional activities that facilitate relevant, experiential, and active learning. Craft lessons that connect academic content to students' lives and the broader world.
- Design standards-aligned experiences that foster critical thinking and a pursuit of mastery, adapting instruction to meet diverse student needs through differentiation.
- Utilize a variety of learning materials, technology, and community-based resources to build student independence and curiosity.
- Maintain lesson plans that address core content while intentionally aligning with the **Portrait of a Graduate** skills.

Cultivating a Nurturing Community

- Create a supportive classroom environment where every individual is valued and feels a sense of belonging.
- Manage student behavior and maintain discipline through established procedures (such as Love and Logic or Responsive Classroom) that align with school systems and promote respect and responsibility.
- Supervise all daily student experiences, including curriculum, field trips, chapel, community service, and advisory, ensuring a safe and joyful environment.

Communication & Collaborative Practice

- Proactively collaborate with each student's "team of supporters" (parents, teachers, and support services) to enhance academic and skill development.
- Articulate student outcomes effectively through individual feedback, newsletters, curriculum updates, parent/teacher conferences, and required reports.
- Collaborate with peer teachers to create a coherent, connected curriculum enhanced by real-world application.
- Embody a dedication to continuous development, actively seeking feedback and new knowledge to enhance teaching strategies.
- Fully participates in school-wide goal setting and professional development.

Administrative & Professional Expectations

- Design and provide feedback on assignments in a way that fosters higher-level, critical, and creative skill development.
- Maintain accurate and complete weekly records of students' overall progress as required by law and school policy.
- Demonstrate consistent, in-person attendance for scheduled classes and professional obligations.
- Perform other duties as assigned by the Division Director or Head of School.

Qualifications:

- Bachelor's degree in Elementary Education or closely related field. Master's degree preferred
- Knowledgeable with Core Knowledge Curriculum
- Trained in Orton-Gillingham or similar multi-sensory phonics instruction
- Proficient in differentiating instruction
- Excellent oral and written communication skills
- Proficient with using technology as an instructional component
- Ability to work in a team environment
- Flexible, result oriented, self-starter
- Ability to move around the classroom to assist students and facilitate learning for extended periods.
- Ability to lift, carry, and move instructional materials, books, or small equipment weighing up to 50 lbs.
- Occasional stooping, bending, and reaching to access classroom supplies or interact with students at their desks.
- Ability to navigate school hallways, stairs, and outdoor campus areas for supervision duties (recess, car line, etc.).

To apply for this position, please submit an application, resume, and cover letter to:
Salisbury Academy, Beverly Fowler Head of School bfowler@salisburyacademy.org
This position does require a Criminal Background Check