



# The Roger Bacon Academy

Modified: 11/19/2019

## Teacher

### Job Description – Fulfillment of Mission

The Roger Bacon Academy is an education management organization that manages multiple charter schools. The following Mission Statement outlines the expectations of all employees at the school level as well as employees of The Roger Bacon Academy in providing support to the schools.

Our understandings of humankind and our universe are expressed and communicated through all of our arts and sciences. Each method of expression – language, painting, music, mathematics, and science – has its *rules and techniques for effectively communicating* these ideas and understandings.

These *rules and techniques* are the bridges over which ideas must be communicated from one generation to the next.

Thus, our Mission is:

- To teach the rules and techniques for effective expression and communication in the arts and sciences.
- To communicate, by these arts and sciences, our understandings of the universe and our role in it.
- To instill a love of learning and discovery justifying a lifelong dedication to health, truth, and virtue.

**Paramount for every job at every level on every campus is the fulfillment of this Mission.**

### Job Priorities

This Mission is furthered in accordance with the priorities observed in all aspects of school life: Safety, Character, and Scholarship and an unflinching adherence to the School Pledge.

### Teacher – Job Responsibilities

#### **Duties and Responsibilities:**

- Attend all professional development and training sessions to learn the effective use of the field-proven instructional methods and comprehensive curricula provided by The Roger Bacon Academy.
- Take charge of the classroom together with all its school property and maintain it in a safe, clean, orderly manner at all times.
- Receive all students in an enthusiastic, loving manner and have tasks designated to be accomplished while waiting for instruction to begin.
- Teach and administer the rules for student behavior during transitions, during instruction, and during out-of-class activities.
- Prior to every subject period, review the schedule, pacing, and instructional goals for the subject as contained in the curriculum materials supplied by your Academic Coaches. Upcoming assignments posted will be posted.

3610 Thaddeus Lott Ln.  
Leland, NC 28451

Office 910-655-3600  
Fax 910-655-0310

[www.RogerBacon.net](http://www.RogerBacon.net)

## The Three Laws

Law 1 - Reward good behavior, *you'll get more of it.*      Law 2 - Teach to mastery, *every child will learn.*      Law 3 - Watch the children, *if they are not learning or behaving, you're not following the first two laws.*

- Begin instruction punctually on schedule and instruct the students in a firm, polite, professional manner with frequent rewards for students exhibiting desired behaviors. Classical Direct Instruction will be the primary method used.
- End instruction on schedule and transition quickly and smoothly to the next subject or activity.
- In assessing student work, false praise deprives the student of feedback on how to improve. Grade all work honestly and promptly and tutor students that are having difficulty.
- For tracking student progress, the prescribed assessments, benchmarking, and pacing guides provided by the school will be followed throughout the year with student data being promptly entered.
- Whenever difficulty is encountered in attaining the instructional goals - whether for a group or an individual student - seek guidance from fellow teachers, your grade's Lead Teacher, and your on-site Academic Coach.
- Implement and practice skills and techniques as prescribed after observations by Academic Coaches, Deans, BT Coordinator or Headmasters. Seek clarification or modeling whenever there is doubt as to the goal or its implementation.
- Keep every parent informed regarding the academic progress of their child. Solicit parental involvement where appropriate in dealing with academic or behavioral issues.
- Perform administrative duties such as assisting in transition monitoring and for dropoff and pickup, loading and unloading.
- Assist the administration in implementing all policies and/or rules governing student life and conduct, and for the classroom, develop reasonable rules of classroom behavior and procedure, and maintain order in the classroom in a fair and just manner.
- Supervise teacher assistants and evaluate their job performance.
- Attend grade level and staff meetings, serve on staff committees and carry out non-instructional duties as required as assigned.
- Perform related duties and responsibilities as required by the Headmaster or Assistant Headmaster.
- Produce instructional data reports in accordance with calendar from your grade's Lead Teacher and on-site Academic Coaches.

### **Other Duties:**

The position of Teacher reports to the Headmaster or their designee. This position is a 10-month position that follows the school academic calendar. A Teacher has the option of taking a National Evaluation Series (NES) test for further certification and additional responsibility.

### **Qualifications**

The Teacher will have the following experience and capabilities:

- A Bachelor's degree in education is required with valid teaching certificate from North Carolina in the area for which candidate is applying. Alternatives to the above qualifications as the Board may find appropriate.
- A Bachelor's degree in another subject area with an approved plan for Lateral Entry with an Initial Teacher License. The Roger Bacon Academy will assist in this process for selected candidates.
- Successfully teaching a large class of diverse learners is a physically demanding job. Constant circulation throughout the room working with individual students requires that the teacher be on their feet at all times during the day.

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*if they are not learning or behaving,  
you're not following the first two laws.*

- Coursework in Applied Behavior Analysis, Probability and Statistics, Algebra and in the subject specialty departments are highly desirable and will command a salary increment commensurate with the additional work.
- Physical ability to lift/carry 20 lbs and dexterity to perform the duties and responsibilities of the job.

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