



<b>job title:</b>	<b>elementary teacher</b>	<b>supervisor:</b>	KUA principal
<b>department:</b>	Kids Unlimited Academy	<b>HR contact:</b>	CPO
<b>location:</b>	821 N. Riverside Ave., Medford, Ore.	<b>travel required:</b>	occasional out of town travel
<b>level/salary range:</b>	\$56,812 - \$76,351 annual contract DOE	<b>position type:</b>	204 working days, contracted

## Job summary

Teachers at Kids Unlimited Academy, regardless of grade or subject matter, are dedicated to fostering an educational experience that builds bridges to our children's future as leaders. Staff at KUA year-round public charter school know that regardless of their job title, their purpose is to develop our children in a safe, nurturing environment of high expectations with no excuses. Located in one of the highest poverty neighborhoods of Medford, Ore., KUA is an outgrowth of Kids Unlimited of Oregon, which provides the region's most comprehensive academic and enrichment afterschool and summer programs. Services include district-partnered afterschool programs, a tutoring center, athletics programs, summer camps and winter and spring break camps.

## Job description

KUA elementary teachers have a working knowledge of best practices in classroom engagement, curriculum design and differentiating instruction both academically and socio-emotionally. There are two classes per grade level with each capped at 25 students. KUA elementary teachers work collaboratively with counterpart teachers in their respective grade levels to discover new avenues to engage students and successfully address learning gaps. KUA teachers apply the best professional learning community practices as they respond effectively and collaboratively to student data with the Title I instructor, ELL teacher and fellow grade level teachers. During student contact time, all KUA students attend PE daily, providing teachers 45 minutes of prep every day and 90 minutes of prep two days a week. Teacher work hours are an 8-hour day with a 30-minute lunch break.

## Qualifications

- Bilingual educators preferred, but not required;
- Valid Oregon teaching license or action plan to gain a valid Oregon teaching license prior to
- Passion for working with and improving the lives of under-resourced youth;
- Commitment to attaining both personal and collective goals to ensure the success of all students;
- Unwavering belief that, with the right support and best teaching practices, all students can achieve at the highest levels, regardless of circumstances or environment;
- Ability to focus and thrive in a fast-paced, entrepreneurial environment;
- Ability to work effectively in a team environment;
- Willingness and desire to support others in doing their best work.

## Workplace environment

- Kids Unlimited Academy provides an extended-day, extended-year program designed to serve working families and provide additional support for students and families of need.
- KUA operates an award-winning food program, offering free breakfast, lunch and dinner — cooked from scratch using fresh ingredients in our on-site kitchen — to all students.
- KUA students receive approximately 30% more instructional time than Medford School District's district schools.
- KUA students receive special instruction from licensed teachers in art, music/drama and physical education.
- 94% of KUA students come from poverty.
- 80% of KUA students come from Latino families.
- Many KUA families need additional support beyond education for their children.



## Workplace expectations

- Conceptualize and deliver what KUA students must learn, each day, each week, each month, and each year.
- Investigate and identify methods for ensuring students, collectively and individually, learn what they need to learn.
- Develop and implement plans for success if less than 75% of students have not attained learning objectives.
- Develop and deliver detailed lesson plans, homework assignments and assessments based on school's goals and adopted standards.
- Measure and analyze student achievement and collaborate with other teachers and faculty to develop effective strategies for moving students forward to a minimum of one level toward proficiency or advanced standing per year on statewide assessments.
- Provide rigorous instruction and maximize the learning potential of every child, regardless of ability level.
- Modify and enhance strategies to ensure each learner's individual and cultural needs are met.
- Production of quantifiable results motivates both daily conduct and interactions and long-term goals and vision.
- Determination to change trajectory for students who otherwise may not have the opportunity to succeed.
- Participate in school-wide family and community engagement activities, including home visits, phone calls to student guardians and school-based meetings/conferences with families.
- Volunteer at one evening/weekend fundraising event per year.
- Embrace rigorous professional development; participate in implementing school-wide strategies for high achievement.

## Compensation, benefits and rewards

- Competitive salary, health insurance, paid time off and retirement plan;
- 2 weeks of professional development each summer;
- Longer and additional school vacation breaks from fall through spring;
- Increased access to vacations during year-round school;
- Decreased student and teacher absences during year-round school;
- Additional school days help to close student achievement gap;
- Consistency of year-round school makes students and teachers feel more at ease;
- Students retain what they learn during year-round school, rather than experience summer learning loss;
- Additional time during year-round school for authentic hands-on learning, excursions and field trips;
- Increased student opportunities for extra help and tutoring;
- Increased staff opportunities for continued education and training;
- Opportunities for professional advancement as KUA grows;
- Gratifying relationships with staff, students, families and community members invested in KUA's mission;
- Raising the bar for KUA student achievement and the region's education landscape.

Employee (print):			Employee signature:	
Date:				
Supervisor (print):			Supervisor signature:	
Date:				