



### Job Description

<b>Job Title: Middle School ELA Teacher</b>	
<b>Reports to: Middle School Dean</b>	
<b>FLSA Status: Exempt</b>	<b>Employment: 11 month</b>
<p><b>About Our School:</b> Excelsior Classical Academy is a tuition-free public charter school dedicated to excellence and equity in education. We have a rigorous, college-preparatory, liberal arts focus based on the classical Trivium of Grammar, Logic, and Rhetoric, the first three liberal arts. Throughout their studies, our students are trained in virtues and core values, such as citizenship, cooperation, courage, honesty, integrity, perseverance, respect, and responsibility.</p> <p>We firmly believe in making this educational option accessible to all students in the Durham area. We intentionally pursue diversity in our Board, our staff, and our student population. Our goal is to reflect the diversity of the Durham area. In order to allow anyone who wants to attend our school to do so, we</p> <ul style="list-style-type: none"> <li>● Offer busing.</li> <li>● Provide free lunch to those who qualify.</li> <li>● Provide assistance with uniforms to those who qualify.</li> <li>● Offer a Before- and After-School Program.</li> </ul> <p>Excelsior Classical Academy is accepting applications for a 6th grade ELA teacher for the 2025-26 school year.</p> <p>Please note that Excelsior Classical Academy DOES NOT sponsor H-1B visas.</p>	
<p><b>Job Function:</b></p> <p>Position is responsible for creating a classroom environment that develops in each student skills of listening, speaking, reading, and writing that are fundamental to effective communication and literate citizenship; that develops appreciation of good literature of all types; that motivates students to read widely for information and recreation; that develops standards for critical judgment of written and oral communications transmitted by mass media; and that discovers and develops special talents of students in the field of English to prepare each student to meet the NC state standards.</p> <p>Our ideal candidate has the following qualities:</p> <ul style="list-style-type: none"> <li>● Experience working with a racially, economically, and academically diverse population;</li> </ul>	

- A belief that all students can learn and grow academically;
- The desire to get students excited about reading;
- An eagerness to build mutually respectful relationships with students and parents

Excelsior Classical Academy employs the Core Knowledge Curriculum in grades K-8. More information can be found at the following link:

[https://www.coreknowledge.org/wp-content/uploads/2016/09/CKFSequence\\_Rev.pdf](https://www.coreknowledge.org/wp-content/uploads/2016/09/CKFSequence_Rev.pdf)

**Qualifications:**

- Dedication to Excelsior Classical Academy’s mission of driving academic excellence, developing strong character
- High level of professionalism
- Strong public relations skills
- Education/Certification:
  - A bachelor’s degree or higher in English, Education, or a related field is required
  - A NC Carolina Educator’s License is strongly preferred

**Responsibilities:**

- Teaches content and skills in English language, literature, composition, reading, journalism to middle school students, utilizing curriculum designated by Excelsior Classical Academy
- Adapts English material and methods to develop relevant sequential assignments and lesson plans that guide and challenge students.
- Develops lesson plans and supplementary materials compatible with the Excelsior’s curriculum and instructional philosophy and congruent with NC standards; provides individualized and small group instruction in order to adapt the curriculum to the needs of each student and subgroups of students.
- Evaluates academic growth of students, prepares report cards, keeps appropriate records to include attendance and other recordkeeping activities as necessary.
- Encourages students to think independently and to express original ideas.
- Evaluates each student’s progress in meeting the course standards for English skills (listening, speaking, reading and writing).
- Establishes and maintains standards of student behavior needed to provide an orderly, productive classroom environment.
- Identifies student needs and cooperates with other professional staff members in assessing and helping students solve learning, health, and attitude problems.
- Communicates with parents, and school counselors as appropriate, on student progress.
- Supervises students in assigned out-of-class activities during the working day.
- Participates in professional learning communities and the sponsorship of student activities.
- Administers testing in accordance with school testing practices.
- Treats all students fairly and equitably.

- Perform other duties as assigned.

**What you bring to the job:**

- A work ethic and personal belief system that aligns with the mission and vision of Excelsior Classical Academy
- Empathy and positive regard for all others in written, verbal, and non-verbal communications
- Building trusting relationships with students, parents, colleagues, and community by acting with integrity, courtesy, and responsibility, even in the face of stress or demanding workplace conditions
- Working effectively with colleagues and students by practicing punctuality, respect for deadlines, collaborative problem solving, and honest communication
- The ability to work both autonomously and in teams
- Maintaining proficiency as needed and approved by attending trainings, reading job-related materials, and meeting with others in area of responsibility
- Appropriate dress for a workplace with frequent customer service interaction and community outreach
- Meeting all required standards of confidentiality and safety
- Organizational and technology skills
- Resourcefulness in setting priorities and guiding investment in people and systems

**Expectations of Mental/Physical Demands/Environmental Factors:**

The demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- Tools/Equipment Used: Standard office equipment including computer and peripherals; standard instructional equipment
- Posture: Frequent standing; kneeling/squatting, bending/stooping, pushing/pulling, and twisting
- Motion: Frequent walking and reaching, bending and stooping
- Lifting: Frequent light lifting and carrying (less than 15 pounds); occasional heavy lifting (45 pounds or over)
- Environment: Work inside and outside (exposure to sun, heat, cold, and inclement weather); exposure to noise; exposure to biological hazards (body fluids, bacteria, communicable diseases)
- Mental Demands: Work with frequent interruptions; maintain emotional control under stress