



DEER VALLEY

Unified School District

JOB DESCRIPTION

JOB TITLE: **Alternative Teacher (Pathways)**

Position Type: Certified	Department: Administrative Leadership and Services
Salary Schedule: Certified	Location: DVUSD Pathways
Reports to: Principal	
Term of Employment: 9 months	Shift: Day
Approved By: Human Resources	Date: February 22, 2024

POSITION SUMMARY:

Provide structure, support, and educational opportunities for students that are at-risk for academic and/or behavior reasons. Work collaboratively with students, parents, staff, and district in accordance with the district's vision and mission to promote student achievement.

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

ESSENTIAL FUNCTIONS:

CURRICULUM/INSTRUCTION/ASSESSMENT:

- Places emphasis on student achievement.
- Establishes a culture for learning by implementing State Standards and District curriculum in an engaging way.
- Demonstrates knowledge of student skills and individualizes appropriately.
- Selects appropriate instructional goals and designs and implements coherent instruction.
- Identifies, selects, creates, and modifies instructional resources to meet the needs of students with varying backgrounds, abilities, and needs through differentiated instruction to engage all students in meaningful learning.
- Utilizes all available resources and provides choice to enhance instruction and build student academic knowledge to grade level.

- Uses effective questioning and discussion techniques. Responds in a clear and well-expressed manner to student questions and inquiries within twenty-four hours.
- Reflects on teaching and varies techniques and approaches accordingly.
- Uses effective motivational techniques.
- Performs academic/achievement assessments providing student choice to demonstrate mastery as directed.
- Provides regular, accurate, and timely student-specific assistance, feedback and support to students relative to their performance.
- Maintains and keeps archives of student work and correspondence (if necessary), and effectively assesses student learning by maintaining and reporting student participation, evaluations/grades as appropriate.

BEHAVIORAL:

- Actively cultivates positive relationships with students based on personal interests, trust, safety and security.
- Is consistent and fair in managing classroom expectations and student behavior.
- Foster student responsibility, appropriate social behavior, integrity, valuing of cultural diversity, and respect for self and others.
- Develops and maintains a behavior management system, including monitoring and charting behaviors specific to individual behavior plans.
- Adheres to District-approved restraint and seclusion guidelines.
- Applies and supervises the application of approved crisis intervention techniques to students with aggressive behavior and restrains violent students appropriately as needed.
- Assists the IEP Team with the development and implementation of a student support plan as needed.
- Assists IEP team with monitoring behavioral needs of students and developing positive intervention plans as needed.
- Assists the IEP team with the development and implementation of a sensory diet when needed for student.

COLLABORATION/COMMUNICATION:

- Communicates clearly and accurately with all audiences.
- Provide actionable and appropriate feedback to students about their work and opportunities for growth.
- Provide accurate and timely information to students, parents, and Pathways administrative team about the student's performance.
- Participates in Multi-disciplinary Conferences, IEP Meetings and parent conferences as needed or appropriate.
- Assists the IEP team with developing appropriate data collection instruments.
- Assists IEP team in the development of student transition plans, programs, and goals.
- Openly communicates regarding course and student-related concerns for coursework and behavior with stakeholders.
- Must be willing to teach and/or facilitate online courses and/or labs for Pathway students.

- Demonstrates the ability to motivate students in a distance learning environment and willingness to be flexible and help them become self-disciplined and effective time managers is required.
- Attends required department and district in-services and campus meetings.
- Works cooperatively with all staff members and support staff.

ORGANIZATIONAL:

- Grows and develops professionally.
- Effectively manages classroom procedures.
- Recognize overt indicators of student distress and take appropriate action.
- Demonstrates flexibility and responsiveness.
- Creates an environment of respect, trust, safety, care and rapport.
- Optimizes physical space and resources for safety and usage.
- Contributes to the school and district.
- Demonstrates professionalism at all times.
- Follows all administrative procedures and policies of the school and district.
- Must meet any additional specific job requirements as indicated by the school.

MARGINAL DUTIES:

- Assists other personnel as may be required for the purpose of supporting them in the completion of their work activities.
- Completes other job related duties as assigned by the supervisor.
- Provides substitute coverage as assigned by the supervisor on an as needed basis.

SUPERVISORY RESPONSIBILITIES:

- Supervises and evaluates any assigned paraprofessionals or aides.
- Supervises students.
- Supervises any assigned parent volunteers or chaperones.

OTHER SKILLS/ABILITIES/KNOWLEDGE/WORK STYLE:

- Demonstrates the ability and desire to provide outstanding customer service.
- Demonstrates the ability to effectively use technology as a tool for planning and implementing instructional strategies.
- Demonstrates the ability to work effectively under time constraints.
- Must be organized with the ability to multitask.
- Must be detailed-oriented and self-motivated.
- Must have excellent memory and ability to function well under stress.
- Must be able to work independently with minimal supervision and/or assistance.
- Must demonstrate an extremely high regard for confidential and sensitive information.
- Must demonstrate flexibility, common sense, and good judgment.
- Must have ability to keep abreast of information pertinent to the job.

- Must maintain a well-groomed appearance.
- Must have patience and an aptitude for technical troubleshooting.
- Must have knowledge of Microsoft Office, Learning Management Systems and internet-based applications.

CERTIFICATES, LICENSES AND REGISTRATIONS REQUIRED:

- Must have authorization to work in the United States as defined by the Immigration Reform Act of 1986.
- Must meet all Arizona Department of Education certification requirements.
- Must attain SEI endorsement as required by Arizona Department of Education.

EDUCATION AND/OR EXPERIENCE:

- Must have a Bachelor's degree (BA) from a four-year college or university.
- Online Facilitator experience is preferred.
- Experience with students in alternative educational settings preferred.

LANGUAGE SKILLS:

- Demonstrates the ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals.
- Demonstrates the ability to write routine reports or correspondence.
- Demonstrates the ability to speak effectively before groups of customers or employees of the organization.

MATHEMATICAL SKILLS:

- Demonstrates the ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference and volume.
- Is able to apply concepts of basic algebra and geometry.

REASONING ABILITY:

- Demonstrates the ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Is able to read and interpret a variety of instructions and data furnished in written, oral, diagram, or schedule form.
- Utilizes student testing and related data to identify student strengths and weaknesses.

PHYSICAL DEMANDS:

- Must be physically able to appropriately restrain students if there is the need for protection of staff and students.
- Regularly required to stand, reach with hands and arms, talk or hear and taste or smell.
- Frequently required to use hands to finger, handle, or feel objects, tools, or controls.
- Must be able to walk, and occasionally climb or balance; stoop, kneel, crouch or crawl.
- Must regularly lift and/or move up to 50 lbs.

- Must have close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

ENVIRONMENTAL CONDITIONS:

- The noise level in the work environment is usually moderate.
- The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

COMMENTS:

This job description is intended to be representative of the work performed by employees in this position and is not all-inclusive. The omission of a specific duty or responsibility will not preclude it from the position if the work is similar, related, or a logical extension of position responsibilities as defined by the supervisor.

This is a temporary management guide tool, subject to change.