



## Residential Substitute Teacher

REAL Journey Academies (RJA) is a non-profit charter school management organization designed to significantly increase college entrance and graduation rates for underserved students in the Inland Empire. We aim to impact and revitalize communities through the development of education and other supportive partnerships.

### Job Purpose:

RJA is seeking a passionate Teacher who is committed to shepherding their students to the next level of academic excellence and shows this through their development, reflection, execution of school culture, implementation of student rigor and proven results of student success. The individual's personal and professional values are aligned with the mission and commitments of RJA and will be culturally responsive in creating equitable learning pathways for all students.

### Essential Duties and Responsibilities:

#### Academics and School Culture

- Fosters a safe and nurturing learning environment that continuously builds professional knowledge
- Drive outstanding student achievement and engaged learning through organized classroom systems/procedures
- Create a positive, achievement-oriented, and supportive learning environment that excites and engages students in learning and preparing for college
- Builds strong, positive relationships and work collaboratively with a diverse community of students and their families as well as colleagues
- Displays a positive public presentation of RJA

#### Teaching and Learning

- Leverages RJA templates and resources to implement and maintain individually engaging curriculum and lessons plans designed to prepare all students to succeed in college and beyond
- Prepares lesson plans, current seating charts, and classroom procedures in the absence of the teacher
- Uses a variety of instructional methodologies and curriculum resources to present material in an interesting, stimulating and effective manner
- Collaborates with the Special Education team to meet the needs of all students
- Identifies student's areas for improvement and create opportunities for improvement through interdisciplinary collaboration
- Works with the Principal and Assistant Principal to ensure teaching methods are directed towards meeting and surpassing the standards

**DISCLAIMER:** This job description indicates in general the nature and levels of work, knowledge, skills, abilities and other essential functions (as covered under the Americans with Disabilities Act) expected of an incumbent. It is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities required of an incumbent. An incumbent may be asked to perform other duties as required. Management reserves the rights to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job. Nothing in this position description changes the at-will employment relationship existing between the Institution and its employees.



## **Residential Substitute Teacher**

- Provides continual assessment and accurate tracking of student progress, maintains student work records and portfolios, and completes assigned paperwork in provided timeframes
- Conducts both student and teacher led parent conferences
- Consistently implements required and appropriate adaptations and modifications for English Learners, Special Education students, and 504 students
- Attends and participates in Student Success Team, Parent/Teacher Advisory Council, and other school-based meetings and activities as well as professional development training
- Assumes supervision duties as determined by the site, and may occasionally be asked to substitute a period

### **Desired Skills and Traits:**

- Passion for working with traditionally underserved communities in high performance settings
- Strong instructional and classroom management skills
- Excellent interpersonal and communication skills, both verbal and written
- Steady work ethic and a high level of patience to overcome difficult challenges
- Maintain a high standard of honesty and integrity and present oneself with poise

### **Additionally, experience in the following areas is helpful:**

- Experience teaching in an urban public school or charter school setting
- Bilingual in Spanish is a plus

### **Minimum Requirements:**

- Bachelor's degree from an accredited college or university
- Must possess a current California teaching credential with proper Subject Matter Authorization in for the position applied for or be enrolled in a credentialing/internship program at a college/university
- Solid knowledge of subject matter, including California Common Core State Standards and subject-specific frameworks and assessments
- Ability to analyze qualitative and quantitative student data

### **Physical demands:**

**DISCLAIMER:** This job description indicates in general the nature and levels of work, knowledge, skills, abilities and other essential functions (as covered under the Americans with Disabilities Act) expected of an incumbent. It is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities required of an incumbent. An incumbent may be asked to perform other duties as required. Management reserves the rights to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job. Nothing in this position description changes the at-will employment relationship existing between the Institution and its employees.



### **Residential Substitute Teacher**

- Ability to exert up to 10 pounds of force to lift, carry, push, pull, or otherwise move objects
- Occasional or frequent standing, walking, sitting, bending, stooping and reaching for extended periods of time
- Occasional computer work including but not limited to typing

#### **Compensation & Benefits:**

- This is an outstanding opportunity for a highly motivated educator to assume a fundamental role in an innovative school environment.
- REAL Journey Academies offers its employees a competitive salary, commensurate with experience. We pride ourselves in offering a competitive benefits package that covers full benefits (medical, dental, vision, and life) as well as voluntary benefits, paid time off, and CalSTRS

**DISCLAIMER:** This job description indicates in general the nature and levels of work, knowledge, skills, abilities and other essential functions (as covered under the Americans with Disabilities Act) expected of an incumbent. It is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities required of an incumbent. An incumbent may be asked to perform other duties as required. Management reserves the rights to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job. Nothing in this position description changes the at-will employment relationship existing between the Institution and its employees.