



HAWAII BAPTIST ACADEMY JOB DESCRIPTION

JOB/POSITION TITLE: Academic Resource Teacher

OFFICE/CAMPUS: Bento Elementary Campus

REPORTS TO: Principal

STATUS: Part Time, 10 month (exempt)

PRIMARY PURPOSE: Implement targeted instruction to systematically provide identified students with the additional time and support needed to learn at high levels. This includes remedial, reinforcement, and enrichment experiences for individual and small groups of students in grades K - 6.

ESSENTIAL DUTIES/FUNCTIONS:

- Coordinate and work with classroom teachers, peer Academic Resources Teacher, principal and/or guidance counselor to determine academic needs of students.
- Plan and implement lessons to meet students' needs.
- Monitor and track progress of students. Report progress to classroom teachers, counselor and principal
- Share the love and faith in Jesus Christ with students.

OTHER DUTIES/FUNCTIONS:

- As assigned

CORE COMPETENCIES REQUIRED:

- Christ-like Conduct. Imitate the life of Jesus Christ and take on his behavior, mindset, choices, and character and apply it to everyday life. Exhibit love, humility, compassion, and servanthood, and allow God the opportunity to work in us and to manifest His Glory within us.
- Passion for Our Calling. Respond to God's passion in our hearts to complete the things He calls us to do. Acknowledge that passion encompasses more than the work, it taps into one's whole life purpose. Reward of wages and prestige are peripheral to using the God-given gifts and talents to have an effect on the greater good and an impact beyond oneself. Yield passionately to God's calling to live a life full of joy, satisfaction and true fulfillment.
- Teamwork. Promotes teamwork through building consensus to develop mutual trust, respect, and commonality of goals. Supports team decisions, collaborates with others to develop team solutions, builds consensus, and resolves conflict.
- Customer Focus. Organizes and prioritizes resources to focus on and exceed customer expectations. Makes it "easy to do business with" HBA. Demonstrates understanding, helpfulness, sensitivity, and concern of the needs and feelings of external and internal customers.
- Effective Communication. Listens carefully to feedback and others' views and asks clarifying questions to confirm understanding. Clearly states views and opinions. Actively takes responsibility to ensure there is mutual understanding in all viewpoints and communication. Adapts oral and written communication to the needs and interests of the target audience. Openly shares information in a timely manner with others who need that information.

- Results Orientation. Can be counted on to achieve assigned or promised results in a timely manner by utilizing resources effectively. Clarifies expectations and measurements of performance. Seeks guidance or other resources needed. Takes personal ownership for results by holding self and others accountable for results. Shows strong desire and drive for success by identifying and overcoming obstacles. Demonstrates a sense of urgency and is persistent in using extra effort to achieve results. Focuses efforts on, and strives to attain, results that are important to HBA.
- Practical Thinking and Decision-Making. Identifies, defines, and focuses on specific problem or issue. Determines information needs and collects, analyzes, interprets, and develops it for use in making decisions. Makes timely and appropriate decisions driven by the information, the needs of the organization, and the need for innovation and creativity to accomplish assigned tasks.
- Continuous Improvement. Strives to continually improve one's own job performance and to better the work environment, work quality, results, and how the work is done. Accepts both the need for and positive potential of change in the workplace. Is willing to take managed risks to test approaches that may better satisfy a customer's needs or to meet HBA's needs and goals. Develops alternative and imaginative solutions and approaches to problems. Actively looks for opportunities to redesign and improve work methods and makes changes to improve operating efficiency and quality of output.
- Supporting and Leading Change. Participates in all aspects of both the organizational and process oriented change cycles to accomplish the goals set for their particular level of responsibility. Identifies, plans for, and leads change needed to support HBA's mission and values.

WORKING CONDITIONS:

- Equipment and Software Use: Computer skills, photocopier, multi-line push button telephone, Smart Board. iPad, Google docs/calendars/forms, FinalSite, myBackpack
- Work Hours: 7:30 a.m. –11:30a.m., Monday – Friday with occasional evening and weekend work.
- Mental Demands: Alert, good judgment, concentration, mathematical ability, attention to detail.
- Physical Demands: Have large and small motor coordination, ability to move around from one room to another in a reasonable time. Listening, talking, sitting, and corrected vision.
- Social Demands: Ability to communicate with all stakeholders in a friendly and concise way.

QUALIFICATION REQUIREMENTS:

- Spiritual: Must have accepted Jesus Christ as Lord and Savior of his/her life and demonstrate a living relationship with Jesus Christ as described in "The Baptist Faith and Message", the tenets of the Southern Baptist denomination.
- Skills/Knowledge: Knowledge of working with children of various grade levels, listening skills, organizational skills. Knowledge of curriculum in various grade levels.
- Education/Training: Bachelor's degree in education from an accredited college or university, preferably in elementary education. Susan Barton or Orton Gillingham training preferred.
- Experience: 3 years teaching experience with elementary students. Experience working with remedial and gifted students.