

# POSTING

**LAKOTA LOCAL SCHOOL DISTRICT  
Human Resources Office**

**TO:** All Certified Staff Members  
**FROM:** Human Resources  
**DATE:** April 2, 2025

We are now accepting applications for the following vacancy:

**Position:** Teacher – Teacher Leader, 1 FTE

**Location:** Adena Elementary

**Qualifications:** Appropriate Valid Ohio Teaching Certificate / Licensure

**Contract Days:** 7.75 hours per day, 5 days per week and 184 days per school year calendar.

**Salary:** Current LEA Teacher Salary Schedule

**Date of Employment:** August 11, 2025

**Application Process:** Current Lakota employees may apply through **3:00 pm, April 22, 2025**. Administration will review all applicants who have completed an on-line application at [www.lakotaonline.com](http://www.lakotaonline.com). Current Lakota employees must create a user account and application in the Butler County Area Application Consortium to apply for these positions.

**Application Deadline:** April 22, 2025

Applicants that are offered positions shall be required to submit to an FBI/BCII criminal background check. Failure to satisfactorily pass the criminal background check based on the discretion of the Board of Education will preclude an individual from employment with the district.

## **LAKOTA LOCAL SCHOOL DISTRICT JOB DESCRIPTION**

<b>Position:</b>	K-12 Teacher Leader
<b>Department:</b>	Curriculum and Instruction
<b>Reports to:</b>	Executive Director of Curriculum and Instruction
<b>Hours:</b>	7.75 hours per day; 5 days per week
<b>Contract:</b>	184 Days
<b>Salary Schedule:</b>	LEA Salary Schedule

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### **SUMMARY:**

The Teacher Leader supports teachers through coaching, instructional design, and the implementation of the district's instructional framework and adopted curriculum. The Teacher Leader works collaboratively with educators and administrators to foster an environment of professional growth, ensuring high-quality education for all students.

### **GENERAL DESCRIPTION:**

The Teacher Leader is part of a K-12, district-wide, cross curricular team, responsible for professional development and growth opportunities focused on implementing the district's Personalized Learning vision through the Lakota Instructional Framework and curriculum. The teacher leader will support staff in teaching and learning practices through the design and implementation of district and building professional development, along with job-embedded teacher coaching that includes observation, modeling, and giving feedback. The Teacher Leaders will provide a cohesive, classroom-focused approach to professional growth that ensures the district instructional framework and curriculum is delivered with efficacy.

Directed by data, the Teacher Leader provides a safe, open, professional and collaborative space to work with classroom teachers, principals, building leadership teams and district administrators to support district and building action plans and goals. This role works primarily with educators and administrators and spends minimal time working directly with students.

### **JOB PERFORMANCE EXPECTATIONS:**

An individual employed by Lakota Local Schools in this job is expected to perform the following essential functions and duties; however, this list is not exhaustive, and the employee is required to perform any other duties assigned by members of the Curriculum Department.

District Responsibilities (25%)

Professional Development & Coaching Responsibilities (75%)

### **MINIMUM EDUCATION:**

Must possess a bachelor's degree in education; a master's degree is preferred.

Valid Ohio teaching certificate / license.

### **LEADERSHIP & COACHING EXPERIENCE:**

- Demonstrated minimum of 3-5 years of successful classroom teaching experience
- At least 2-3 years of school leadership experience as an instructional coach, Dept./grade level chair, mentor, assistant principal, or similar role is preferred
- Demonstrated ability to coach new teachers
- Ability to develop and facilitate/lead professional learning for adults across all grades K-12

### **COLLABORATION & COMMUNICATION SKILLS:**

- Demonstrated ability to function as a collaborative member of a diverse team including teachers, administrators, parents and community
- Deep knowledge and experience in effective communication, collaboration, and interpersonal skills for building an environment with a common instructional focus, promoting initiatives, and conveying expectations
- Write and speak in a logical and understandable style, using appropriate grammar and sentence structure, and demonstrate a command of standard English, enunciation, clarity of oral directions, and pace and precision in speaking.
- Effective and demonstrated critical thinking, analytical, listening and organizational skills

## **EDUCATION KNOWLEDGE:**

- Knowledge of research based, best practiced, data-driven instructional strategies and resources supporting personalized learning experiences for students and adults
- Demonstrated knowledge of and ability to design lessons using the Ohio teaching standards and Lakota Instructional Framework
- A strong understanding of adult learning principles
- Demonstrated interest in professional learning and reflection
- Experience with EL Education and/or knowledge building curriculum preferred
- Ability to read, comprehend, and interpret professional and other written material

## **MINDSET:**

- A courageous learner, design-thinker, problem-solver, and the ability to ignite these qualities in others
- Create a growth-promoting culture that is brave and safe; commitment to the success of every learner
- Embraces change and believes learning is an active process
- Demonstrate the ability to maintain a positive environment in the classroom while achieving order and discipline.
- Exhibits emotional intelligence; is self-aware

## **TECHNOLOGY EXPERIENCE:**

- Required to have a strong knowledge of effective teaching and learning practices that integrate district-approved technology and address the digital learner both adult and student.
- Supports the research, selection, roll-out, training, technical rostering, troubleshooting, and support of curriculum purchased technology tools for instruction.
- Experience with Canvas and/or Seesaw preferred

## **CURRICULUM & INSTRUCTION WORK:**

- Engages with members of the Curriculum dept to ensure effective implementation of curriculum initiatives;
- Support furthering the integration of rigor and relevance in learning through guidance of the written, assessed and taught curriculum;
- Provide expertise and guidance to administrators around curriculum delivery and best instructional practices
- Supports the research, selection, roll-out, training, accessing, troubleshooting, and support of curriculum purchased technology tools for instruction.

## **PROFESSIONAL DEVELOPMENT: (Cultivate a Culture of Continuous Learning)**

- Develop, facilitate and provide curriculum-related training to ensure the learning and implementing of district curriculum
- Model and facilitate the use of the Lakota Instructional Framework through consistent and cohesive professional development sessions
- Co-plan and co-facilitate professional development summer institutes and other professional development opportunities;
- Collaborate with administrators, teams, and teachers to design and conduct professional development that supports the delivery of instruction to ensure all students learn at high levels.
- Design and deliver district-wide and building-specific professional development sessions aimed at improving teaching strategies, purposefully integrating technology, and applying best practices in classroom management and lesson planning.
- Participates and leads local, state and national professional learning opportunities

## **CLASSROOM COACHING (Strengthen Personalized Instructional Strategies and Resources)**

- Provide personalized, job-embedded coaching, modeling, and co-teaching experiences for educators that is **responsive** to the identified needs of students and showcases effective teaching techniques and strategies for engaging students and improving learning outcomes.
- Utilize the district coaching cycle model to establish effective coaching cycles with teachers that have specific goals and plans for improving practice, and are aligned with the district's framework and curriculum
- Collaborate with teachers in planning, designing and implementing instruction, based on determined essential learning outcomes as aligned with state and national standards, and using strong, clear expectations and routines
- Support teachers in analyzing assessment data and incorporating educational technologies that enhance the learning experience
- Provides authentic positive and critical feedback that is specific and actionable
- Plan the focus of coaching visits and teacher study groups by analyzing information of assigned classrooms and using information to inform practice.

- Conduct and/or participate in classroom learning walks and passport experiences to engage teachers, administrators, and others to identify examples of effective classroom practices
- Foster a collaborative professional community among teachers, encouraging the sharing of ideas and strategies.

#### **RESIDENT EDUCATOR & ONBOARDING:**

- Support the Resident Educator Coordinator in the implementation of the Resident Educator and Onboarding program and mentor training and support
- Serve as a resource for new and experienced teachers alike.

#### **PROFESSIONAL RESPONSIBILITIES:**

- Confer with supervisor regarding progress, concerns, and recommendations;
- Meet regularly with principal, other coaches, district departments and teachers to review data and make recommendations for adjustments in instructional practices.
- Participate in required coaching professional development provided by the district to build capacity and expertise in instructional coaching and effective instructional practices.
- Serve as a member of the Building Leadership Team
- Maintain an organized system for documenting coaching services as outlined by the district.
- Achieve and maintain technological proficiency with district operating systems and programs;
- Works in various departments and subject areas as needed
- Maintain confidentiality and high standards of ethics, honesty and integrity in all matters;
- Willing and able to devote the time and effort necessary to do the job effectively;
- Model non-discriminatory practices in all activities;
- Perform other tasks, consistent with the position, as may be assigned.
- Ensures the mission, vision and goals of the district are understood and implemented

#### **EMPLOYMENT REQUIREMENTS:**

- Work is performed in a school environment
- Ability to lift to 50 lbs.
- Bending, Lifting, Twisting and repetitive motion required