



Lead Teacher

Louisiana Academy of Production (LAAP)

Vision & Opportunity

At Louisiana **Academy of Production (LAAP)**, we believe that academic excellence is fueled by small-group intimacy and innovative instruction. With a signature **1:18 teacher-to-student ratio**, we are seeking a skilled and dedicated educator to lead their own classroom toward peak achievement.

As a Classroom Teacher, you will collaborate with dynamic instructional teams, administrators, and staff to implement the forward-thinking programs that define the LAAP experience. Join us on this rewarding journey as we inspire lifelong learners and build a rigorous foundation for our students' academic achievements.

Role Snapshot & Impact

- **Reporting:** This role reports to the School Principal at the school site.
- **Collaboration:** You will work closely with instructional teams, parents, and administrators throughout the academic year.
- **A Balanced Life:** LAAP's unique, balanced academic calendar—spanning from **August to May**—thoughtfully incorporates breaks for students and staff. This intentional scheduling enables us to best serve our students while prioritizing the well-being of our dedicated team.

Why LAAP?

The **Louisiana Academy of Production's** vision is driven by the belief that every student can thrive when their individual needs are met in an environment of high expectations.

- **Individualized Attention:** We prioritize positive adult-child relationships to ensure every student receives personalized support.

Equal Opportunity Employer

In accordance with the Americans with Disabilities Act (ADA), Louisiana Academy of Production provides reasonable accommodations to qualified individuals with disabilities. Applicants or employees who require a reasonable accommodation to participate in the application or hiring process, to perform the essential functions of the position, or to receive other benefits and privileges of employment should contact Human Resources.

- **Positive Environment:** We care deeply about maintaining a healthy, effective environment for the entire LAAP community.
- **Staff-Centric Culture:** We pride ourselves on our unique schedule, our commitment to staff culture, and a robust benefits package that ensures our team is recognized and compensated for their professional expertise.

The LAAP Advantage (Perks & Benefits)

- **Competitive Compensation:** Salaries and stipends that reflect your value as a professional educator.
- **Professional Growth:** Access to high-level instructional coaching and collaborative planning time with your peers.
- **Production-Focused Innovation:** Opportunities to integrate modern production and technology skills into the core academic curriculum.

SCOPE OF RESPONSIBILITIES

To utilize effective leadership, instructional, and administrative skills to promote the **Louisiana Academy of Production's** educational philosophies and to assure that the learning environment is conducive to student achievement. For individuals with a disability, hiring decisions will be based only on the individual's ability to perform the essential functions of the job with or without a reasonable accommodation.

Competencies and Performance Standards will be used for teacher evaluation in conjunction with measures of student growth. Measures of student growth will be aligned with the **Louisiana Academy of Production's** accountability measures as outlined in the Louisiana Accountability System.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1.0 SETTING INSTRUCTIONAL OUTCOMES

- **1.1 Rigor:** Designs outcomes representing high expectations and "big ideas" of the discipline.
- **1.2 Clarity:** Outcomes are written in terms of student learning rather than activities and suggest viable assessment methods.

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- **1.3 Variety:** Outcomes represent a range of learning: factual, conceptual, reasoning, social, and communication.
- **1.4 Differentiation:** Outcomes take into account varying needs and are suitable for diverse groups of students.

2.0 MANAGING CLASSROOM PROCEDURES

- **2.1 Instructional Time:** Maximizes time by ensuring students are productively engaged, particularly during small group work.
- **2.2 Transitions:** Manages learner behavior during transitions and handling of materials to ensure smooth movement between activities.
- **2.3 Routines:** Establishes classroom routines that function smoothly with minimal teacher guidance or prompting.

3.0 USING QUESTIONING/PROMPTS AND DISCUSSION

- **3.1 Promoting Thought:** Poses open-ended questions designed to promote deep thinking and understanding.
- **3.2 Genuine Discussion:** Creates a environment where students talk to one another without ongoing teacher mediation, using effective wait time.
- **3.3 Engagement:** Employs strategies to ensure most students are heard, building effectively on student responses.

4.0 ENGAGING STUDENTS IN LEARNING

- **4.1 Intellectual Engagement:** Provides tasks aligned with outcomes that challenge student thinking. Uses scaffolding, various groupings, and resources that demand higher-order thinking.
- **4.2 Pacing:** Ensures the lesson pace provides students the time needed to be intellectually engaged.

5.0 USING ASSESSMENT IN INSTRUCTION

- **5.1 Data-Driven:** Uses formative and summative assessment regularly to guide and adjust instruction.
- **5.2 Student Awareness:** Ensures students understand assessment criteria and encourages self-assessment and peer-assessment.

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- **5.3 Feedback:** Provides accurate, specific, and timely guidance to advance learning.
- **5.4 Diagnosis:** Elicits evidence of student understanding throughout the lesson.

MISCELLANEOUS

- Participates in the development of an **Individualized Education Program (IEP)** when needed.
- Uses grammatically correct written and spoken language.
- Follows the rules and regulations of the **Louisiana Academy of Production Board of Directors**.
- Follows authorized time and duty schedules, including extracurricular activities.
- Supervises students diligently in hallways and classrooms; escorts students as necessary.
- Keeps a class schedule posted and maintains proper care of classroom equipment and materials.
- Notifies the Principal promptly of absences to allow for substitute teacher placement.
- Reports student accidents or illnesses promptly to the Principal.
- Follows the school's adopted Code of Discipline.
- Maintains and submits accurate, current, and complete records/reports on time.
- Informs Principal of student absences (3 consecutive days or 5 days overall).
- Communicates student progress to parents according to the Pupil Progression Plan.
- Attends school regularly, arrives punctually, and works cooperatively with colleagues.
- Observes professional lines of communication and maintains confidentiality of records.
- Serves as a model of intellectual honesty; avoids sarcasm, inappropriate language, and racial/ethnic slurs.

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WORK ENVIRONMENT & PHYSICAL REQUIREMENTS

- **Work Environment:** Must be able to work in climate-controlled and outside environments (subject to extremes). Must comply with hours at the assigned school site.
- **Communication:** Effectively communicate in English (oral/written); use telecommunication systems; and interact pleasantly with students, parents, and personnel.
- **Equipment:** Must be able to use computers, telephones, audio-visual equipment, copy machines, and other appropriate classroom technology.
- **Physical:** Stand, walk, reach, bend, and occasionally lift 10–50 lbs. Must be able to physically transfer, restrain, or position students if required.
- **Mental:** Plan/implement education programs; interpret instructions; comply with state and federal regulations; utilize effective classroom management.
- **Human Relations:** Work cooperatively with all stakeholders and respond positively to supervision/suggestions for improvement.

QUALIFICATIONS

- **Minimum:** Elementary or Secondary Teacher certification in accordance with **Louisiana Department of Education Bulletin 746**.
- **Desirable:** Advanced degrees or specialized endorsements related to specific subject areas.

REPORTS TO/EVALUATED BY: Principal / Designee

TERMS OF EMPLOYMENT: 9 Months

SALARY RANGE: Starting at \$50,000

ROLE DETAILS

This full-time position offers a competitive benefits package including:

- Medical – Blue Cross Blue Shield of Louisiana

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- o Blue POS Copay 70/50 \$2500
- o Premiums are age-based, with the employer covering 80% of the employee-only premium
- Dental – Employee-only coverage 100% employer paid
- Vision – Employee only coverage 100% employer paid
- 403 (b) Retirement plan with a 3% employer match
- Paid monthly over 12 pay periods

REVIEWED AND AGREED TO: _____ **DATE:** _____

Employee Signature

APPROVED: _____ **DATE:** _____

Supervisor Signature

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