



# 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*

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- **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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