

Specials Teacher (Art, Music, P.E. & Health, Innovation/STEAM, Outdoor Ed)

Position Information

- **Position Title:** Specials Teacher
 - **Reports To:** Building Principal
 - **Position Type:** Full-Time or Part-Time | Exempt | 10-Month
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Position Purpose

The Specials Teacher at Shepherd Christian School exists to provide specialized instruction that supports the holistic development of students within a Christ-centered learning environment. This role encourages student growth, creativity, discipline, and engagement while aligning instruction to Shepherd Christian School's mission and values.

Christian Mission & Lifestyle Expectations

The Specials Teacher will:

-Profess a clear Christian testimony and demonstrate a growing relationship with Jesus Christ. -Live a lifestyle consistent with biblical values and school expectations. -Actively attend and support a Bible-believing church. -Uphold the school's Statement of Faith and Lifestyle Agreement. -Model Christlike character, professionalism, and enthusiasm. -View specialized instruction as ministry.

Primary Responsibilities

Instruction & Program Delivery

- Plan and deliver engaging, developmentally appropriate instruction. Design lessons that encourage participation, skill development, and growth. Maintain a safe and structured learning environment.
- Integrate creative expression, technique, and visual literacy (Art).
- Teach musical skills, appreciation, and performance (Music).
- Promote physical fitness, health education, and wellness (Physical Education & Health).
- Facilitate problem-solving, design thinking, and technology-based learning (Innovation/STEAM).
- Lead experiential, outdoor, and environmental learning experiences (Outdoor Ed).

Student Engagement & Development

- Encourage positive student participation and effort.
- Build supportive relationships with students.
- Reinforce school-wide behavior expectations.

Collaboration & School Support

- Collaborate with classroom teachers and leadership.
 - Support school-wide initiatives, events, and programs.
 - Communicate professionally with families and staff.
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Key Performance Indicators (KPIs)

Mission & Culture

1. Consistently models Christlike character and actively supports the spiritual mission of Shepherd Christian School.
2. Establishes a learning environment marked by respect, dignity, grace, and high expectations aligned with Christian values.

Instructional Effectiveness

3. Designs and delivers standards-aligned instruction that is engaging, purposeful, and developmentally appropriate for the specialty area.
4. Adapts instruction to support a range of learners and abilities within the instructional setting.
5. Uses appropriate formative and summative assessment methods to monitor student progress and refine instruction.
6. Demonstrates evidence of student skill development and growth over time.

Learning Environment & Safety

7. Maintains a structured, safe, and well-managed instructional environment appropriate to the specialty area.
8. Reinforces school-wide behavior expectations consistently and fairly during all instructional activities and transitions.

Collaboration & Communication

9. Collaborates effectively with classroom teachers, administrators, and support staff to reinforce student learning and school-wide priorities.
10. Communicates clearly, proactively, and professionally with families and colleagues regarding programs, expectations, and student engagement.

Professional Practice & Stewardship

11. Demonstrates preparedness, organization, and effective use of instructional time.
12. Maintains equipment, materials, and instructional spaces responsibly and safely.

13. Maintains confidentiality and ethical standards consistently.
14. Pursues professional growth and applies learning to instructional practice.
15. Uses school resources, facilities, and instructional opportunities wisely and responsibly.

Discipline-Specific KPIs

(Each Specials Teacher is evaluated on the three KPIs aligned to their specialty area below, in addition to the core KPIs above.)

Art Teacher – Additional KPIs

16. Guides students in developing artistic skills, creativity, and visual expression through age-appropriate techniques and media.
 17. Encourages creative risk-taking while maintaining craftsmanship and effort expectations.
 18. Demonstrates effective management and stewardship of art materials and workspace.
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Music Teacher – Additional KPIs

16. Develops students' musical skills, literacy, and appreciation through instruction, performance, and listening experiences.
 17. Encourages student participation, confidence, and growth in musical expression.
 18. Effectively prepares students for performances, presentations, or demonstrations of learning when applicable.
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Innovation / STEAM Teacher – Additional KPIs

16. Facilitates problem-solving, design thinking, and inquiry-based learning through hands-on experiences.
 17. Integrates technology and innovation tools responsibly and purposefully to enhance learning.
 18. Encourages perseverance, collaboration, and creativity in student problem-solving processes.
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Physical Education & Health Teacher – Additional KPIs

16. Promotes physical fitness, health literacy, teamwork, and personal responsibility through instruction and activity.
 17. Ensures student safety while encouraging participation, effort, and sportsmanship.
 18. Supports students in developing lifelong habits related to wellness, movement, and healthy decision-making.
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Outdoor Education Teacher – Additional KPIs

16. Designs and facilitates experiential learning opportunities that connect students to the natural world and God's creation.
 17. Maintains high safety standards and clear expectations during outdoor and experiential activities.
 18. Encourages teamwork, resilience, stewardship, and reflection through outdoor learning experiences.
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Qualifications & Experience

- Bachelor's degree in related field preferred.
 - Teaching certification or relevant experience preferred.
 - Experience working with children in educational or enrichment settings.
 - Strong communication and classroom management skills.
 - Commitment to Christian education and faith-based mission.
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Disclaimer

This job description reflects the general duties and expectations of the position but is not intended to be exhaustive. Shepherd Christian School reserves the right to modify duties and responsibilities as needed.