

RAMS Support Teacher

Position Information

- **Position Title:** RAMS Support Teacher
 - **Reports To:** Principal
 - **Position Type:** Full-Time | Exempt | 10-Month (paid over 12 months)
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Position Purpose

The RAMS Support Teacher at Shepherd Christian School exists to nurture, support, and strengthen teachers through relational mentorship, instructional coaching, and collaborative partnership. This role provides embedded, non-evaluative support to a focused cohort of teachers—particularly those early in their careers—so they can grow in confidence, effectiveness, and instructional excellence within a Christ-centered environment.

Rooted in Shepherd Christian School’s mission, the RAMS Support Teacher honors God by investing deeply in people, fostering strong relationships, and working diligently to elevate teaching and learning. This role is intentionally supportive, not evaluative, and serves as a trusted guide and encourager within the instructional community.

Christian Mission & Lifestyle Expectations

As a ministry of Shepherd Christian School, the RAMS Support Teacher is expected to model Christlike character and uphold biblical values consistent with the school’s mission.

The RAMS Support Teacher will: - Profess a clear Christian testimony and demonstrate a growing relationship with Jesus Christ. - Live a lifestyle of biblical integrity in speech, actions, and relationships. - Actively attend and support a Bible-believing church. - Support and uphold the school’s Statement of Faith, Lifestyle Agreement, and Ethical & Moral Integrity standards. - Model humility, wisdom, encouragement, and servant leadership. - Follow the biblical principles of Matthew 18 when addressing conflict. - View teacher support and mentorship as ministry contexts and intentionally invest in the spiritual formation of colleagues.

Primary Responsibilities

Instructional Coaching & Teacher Support

- Partner with a cohort of approximately 5–6 teachers to provide consistent, non-evaluative instructional support.
- Coach teachers in lesson design, instructional strategies, classroom management, and student engagement.

- Model effective instructional practices through demonstration lessons and co-teaching.
- Facilitate reflective practice through growth-focused feedback conversations.

Planning & Curriculum Support

- Assist teachers with lesson and unit planning aligned to school curriculum and instructional expectations.
- Support pacing, differentiation, and instructional decision-making.
- Help teachers translate curriculum into effective daily classroom practice.

Relational Mentorship

- Build strong, trust-based relationships with teachers.
- Serve as a safe, supportive presence for encouragement, problem-solving, and professional dialogue.
- Facilitate collaboration and shared learning among supported teachers.

Collaboration & Communication

- Serve as a communication bridge between teachers and administration by identifying instructional trends and support needs (not individual performance concerns).
- Collaborate with principals to align instructional support with schoolwide goals.

Classroom Coverage

- Provide substitute teaching coverage as needed to ensure continuity of instruction.
- Maintain familiarity with students, curriculum, and classroom expectations.

Role Clarity & Boundaries

To preserve trust and clarity, the RAMS Support Teacher: - Does not conduct formal teacher evaluations - Does not supervise or discipline teachers - Does not function as an administrator or assistant principal - Does not replace the principal's evaluative responsibilities - Does not replace the role of the Classroom Teacher or Dean of Students in behavior management

Key Performance Indicators (KPIs)

Teacher Support & Perception

1. Teachers report feeling well-supported and encouraged through mid-year and end-of-year feedback.
2. High levels of trust, approachability, and psychological safety are evident in teacher relationships.

Instructional Growth

3. Observable improvement in instructional planning, clarity, and classroom management among supported teachers.

4. Consistent coaching cycles (planning, observation, feedback) are implemented throughout the year.
5. Teachers demonstrate increased instructional confidence and effectiveness.

Capacity & Organizational Health

6. Improved retention of early-career teachers supported by the RAMS role.
7. Principals report reduced instructional troubleshooting demands.
8. The RAMS Support Teacher is viewed as a credible and valuable instructional resource.

Mission & Culture

9. Consistently models Shepherd's values and supports a culture of encouragement and growth.
10. Maintains clear role boundaries that preserve trust and sustainability.

Professional Growth & Stewardship

11. Uses time and responsibilities wisely to serve the greatest instructional needs.
12. Reflects on role effectiveness and provides feedback to leadership for continuous improvement.

Qualifications & Experience

- Minimum of 15 years of successful classroom teaching experience.
- Demonstrated instructional excellence and strong classroom practice.
- Proven ability to mentor, coach, and support adult learners.
- Strong interpersonal, communication, and relational skills.

Personal & Professional Expectations

- Demonstrates courtesy, integrity, flexibility, gratitude, and perseverance.
- Maintains emotional stability and professionalism under pressure.
- Submits respectfully to school leadership and policies.
- Represents Shepherd Christian School positively to staff and the broader community.

Disclaimer

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