



**District/Corporation W.E.B. DuBois Charter Schools Consortium**

**Overview** The W.E.B. DuBois Consortium of Charter Schools is a new organization of charter schools. We are cutting edge education at its best!! The W.E.B. DuBois Consortium of Charter Schools is an exciting and high-potential alternative in the broader spectrum of school reform that provides opportunities for underserved students and communities. Our theme-based curricular give teachers the freedom to try new strategies to inspire student achievement. Our students are immersed in real-world; hands-on learning environments which make education come to life! We are seeking passionate, innovative, and high-quality professionals who are looking to make a difference in the lives of children.

**Working Job Title** Teacher-Gifted & Talented

**Building/Campus** Itinerant

**Work Days and Hours** 10 months  
Monday-Friday  
May be required to work some Saturdays

**\* Job Posting Type** At Large

**Endorsement (s)**

**Description** This position is responsible for providing challenging instructions to prepare students who demonstrate the potential for above grade level performance for postsecondary education and to be competitive in a globally workforce in the 21 century. This position serves as a resource person for classroom teachers to ensure appropriate educational experiences and instructions in the regular classroom promote higher level thinking and problem solving skills for gifted and talented students. This position is responsible for ensuring sound, individualized education for gifted and talented students.

**Additional Job Information**

- Maintains a high degree of confidentiality
- Fosters positive relationships with students, parents/guardians, and community stakeholders
- Cultivates a positive educational environment for gifted and talented students that is conducive to learning and supports respect for human dignity and individual differences; encourages students to use their strengths and explore their personal and interpersonal development; and nurture creativity in all aspects of thinking, feeling, intuition, and expressing talent through products
- Assists principal in conjunction with grade level teams in identification of gifted students
- Develops and implements early identification process to categorize students' strengths in a variety of academic, leadership, and talent areas; analyzes student data to identify strengths and programming recommendations
- Prepares instructional materials for classes assigned and provides written evidence of preparation to administrator upon request
- Establishes and maintain classroom management procedures and standards of student behavior
- Assists administration in implementing all policies and rules governing student activities and conduct
- Plans and implements flexible, individualized, enriching curriculum, prepares lesson plans, and other instructional material to meet the individual needs of gifted and talented students within local and state curriculum standards based on the academic, social, physical, and emotional levels of student development
- Provides acceleration/enrichment through challenging content instruction by using educational strategies and techniques to improve development, perception, memory language, communication skills, cognitive, social, and emotional development
- Provides instructional support to enable teachers in regular classroom environments to accelerate students through a use of appropriate curriculum components and differentiated strategies; develops a continuum of services to support the achievement of gifted and talented students
- Administers tests and assessments; provides on-going monitoring of student performance; assesses gifted and talented students' learning needs in various domains and adjust instruction based on continual assessments
- Provides written and oral progress reports to parents/guardians, teachers, administrators; develops a comprehensive communication plan about services for gifted and talented students and student/parent support in applying for academic opportunities
- Maintain accurate, complete, and correct records as required by law, district, and administrative regulations
- Participates in professional development activities to enhance job knowledge, skills, and abilities
- Performs any other duties within the scope of employment and certification, as assigned by the Principal and not otherwise prohibited by law or in conflict with contract to ensure the efficient and effective operation of the school

**Minimum  
Qualifications**

- Minimum Bachelor's degree in Education or related field, Master's degree preferred
- Valid TN certification with an endorsement in Gifted Education or related field
- Minimum 3 years of successful teaching experience and/or specialized training in working with gifted and talented students

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**Knowledge, Skills, and  
Abilities**

- Knowledgeable in understanding the cognitive, social, and emotional characteristics and needs, of gifted and talented students
- Knowledgeable of effective teaching methods and developmentally appropriate classroom activities as related to instruction for gifted and talented students
- Knowledgeable in processes and procedures for gifted and talented students
- Knowledgeable in using qualitative and quantitative assessments for identifying and placing gifted and talented students
- Knowledgeable of theories and research models that form the basis of curriculum development and instructional practice for gifted and talented students
- Familiar with local, state, and federal laws and policies related to gifted and talented education

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**Open Date** 7/24/17

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**Closing Date** Until Filled

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