

## Certified Elementary School Teacher (Grades K–5) – All Subjects

### Location:

Urban Pathways K-5 College Charter School  
Pittsburgh, PA

### Position Type:

Full-Time, Instructional (Bargaining Unit Position – as applicable per CBA)

### Reports To:

Principal / School Instructional Leader

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### Position Summary

Urban Pathways K-5 College Charter School (UPK5) is seeking highly qualified, Pennsylvania-certified Elementary School Teachers (Grades K–5) across all subject areas who are committed to fostering academic excellence, character development, and a culturally responsive learning environment.

The ideal candidate believes that all scholars can achieve rigorous academic success, values strong partnerships with families, and thrives in a structured, collaborative, fast-paced school setting. Teachers at UPK5 are responsible for delivering standards-aligned instruction, monitoring student progress, and actively contributing to a positive, inclusive school culture.

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### Essential Duties and Responsibilities

#### Instruction & Curriculum

- Implement Pennsylvania state learning standards, school-approved curricula, and aligned assessments to meet ambitious academic outcomes.
- Plan and deliver engaging, age-appropriate lessons using a variety of instructional strategies including direct instruction, collaborative learning, inquiry-based projects, and independent practice.
- Submit weekly lesson plans at least two (2) weeks in advance for instructional feedback and alignment.

- Differentiate instruction to meet the academic, social, and developmental needs of diverse learners, including small-group instruction and intervention support.
- Effectively manage a classroom of approximately 25–30 students, with instructional rotations in groups of 12 or fewer students when applicable.

#### Assessment & Student Progress

- Administer and analyze formal and informal assessments to track individual student growth.
- Adjust instruction based on data and student outcomes.
- Maintain accurate and timely academic records; update gradebooks weekly.
- Communicate student progress and learning goals with students and families on a weekly basis.

#### Classroom Management & School Culture

- Establish and enforce a clear, consistent behavior management system aligned with school-wide expectations.
- Foster a classroom culture that promotes respect, responsibility, inclusion, and strong character development.
- Supervise students at all times—classroom, hallways, common areas, during arrival/dismissal, and on school-sponsored trips.
- Help shape and uphold a school-wide culture that is safe, inclusive, structured, and joyful.

#### Family & Community Engagement

- Build and maintain trusting, respectful relationships with students and families.
- Communicate consistently with families regarding academic progress, behavior, and attendance.
- Partner with families to support student success and address academic or behavioral concerns collaboratively.

#### Professional Responsibilities

- Participate in weekly manager check-ins, grade-level meetings, professional development sessions, before- and after-school duties, and school-wide events.

- Engage in required summer, school-year, and ongoing professional learning, including Act 48 professional development.
  - Host additional supports as needed, including after-school tutoring, intervention blocks, or Saturday school, based on student needs.
  - Uphold all school, district, state, and federal policies, including safety, confidentiality, and professional conduct standards.
  - Commit to a minimum of 40+ hours on campus per week.
  - Perform all other duties as assigned to support the mission and operation of the school.
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### Required Qualifications

- Active Pennsylvania Teaching Certification (Elementary K-6 or PK-4).
- Bachelor's degree in Education or a related field (Master's degree preferred).
- Demonstrated understanding of elementary instructional best practices.
- Commitment to teaching diverse student populations in an urban charter environment.
- Ability to communicate effectively with children and families of varied backgrounds.
- Strong classroom management, leadership, and organizational skills.
- Proficiency with instructional technology and educational platforms.
- Ability to meet all employment requirements, including:
  - PA Criminal Background Check (Act 34)
  - PA Child Abuse Clearance (Act 151)
  - FBI Fingerprinting
  - Act 168 employment history review
  - Physical examination and TB clearance