



OUR MISSION: Our mission is to develop young adults with character like America's founding Renaissance man, Benjamin Franklin: well-read, scientifically curious, and civically engaged.

OUR VISION: Our students will excel academically through a challenging, sequenced curriculum that emphasizes math, science, and literacy. We will be a data driven institution, focusing on individual students. Our students, teachers, parents, staff, and leaders will be held accountable for the success of our school. Finally, we recognize that an education is incomplete without fostering social emotional development, character, sports, and nature.

JOB TITLE: 3rd Grade Teacher

REPORTS TO: Assistant Principal

Education/Certification:

- Bachelor's degree required
- Current Colorado Teaching License required

Experience:

- Successful completion of student teaching assignment
- Previous teaching experience in subject area and/or level desirable

Specific Capabilities:

- Demonstrated knowledge and skill regarding the components of effective instruction
- Demonstrated knowledge of content and teaching methods in area(s) of teaching assignment
- Demonstrated knowledge of developmental needs of students
- Demonstrated effective written and oral communication skills
- Evidence of ability to establish and maintain effective, cooperative relationships with school personnel, students and parents
- Demonstrated understanding and empathy necessary for working with students and parents

TEACHER RESPONSIBILITIES

Instruction:

- Plan and implement instruction consistent with BFA's curriculum for assigned subject area(s)/grade levels
- Use formal and informal methods to assess the abilities and needs of students
- Plan and implement effective use of class time
- Apply principles of teaching/learning to enhance student achievement
- Utilize teaching methods that are appropriate for the objectives and learners
- Communicate effectively with learners
- Provide for and maintain student involvement during instruction
- Promotes a smooth transition from one learning activity to another

- Use the evaluation of student outcomes to measure the effectiveness of instruction
- Communicate student progress to student and parent/guardian
- Begins class promptly and continues with instruction until the end of the instructional period
- Uses assessment data results to differentiate instruction in order to increase student achievement

Learning Environment and Management

- Maintain necessary student records
- Attend to tasks in an effective and organized manner
- Establish and maintain clear expectations for appropriate behavior
- Encourage students in participation and performance
- Is respectful and supportive of students
- Maintain a positive attitude with students
- Consistently enforces the dress code and code of conduct

Professional Responsibilities

- Participate in professional growth opportunities
- Recognize problems and actively contribute to their resolution
- Collaborate with others to fulfill school goals
- Demonstrate concern for students' health and safety
- Maintain effective communication with parents
- Follow the staff handbook guidelines and supports all BFA policies and procedures
- Dress in a professional manner
- Display a positive attitude

General

- Accept and fulfill assigned responsibilities and duties in a prompt and efficient manner
- Follow Board of Education policies, building procedures, and any other rules, regulations or procedures that may be established by the central or building administration
- Provide an environment that promotes the 13 virtues of Ben Franklin Academy which are:
 1. *Temperance* – Control is the key to improvement. Keep your words, actions, and temper in control.
 2. *Silence* – There is a time and place to speak up and a time to listen. You learn more by listening than speaking.
 3. *Order* – All things have their place. Keep your work area in order; keep your day in order.
 4. *Resolution* – Keep your word. When you have a task, get it done. Turn in your homework on time and be prepared.
 5. *Frugality* – Be frugal. Do not waste the school's resources. Respect what you have been given. Reduce, reuse, recycle.
 6. *Industry* – Keep on task. There is a time for work and a time for play – do both with a good attitude.
 7. *Sincerity* – Be kind. Say kind words and treat others as you want to be treated. Encourage each other to succeed.

8. *Justice* – Be respectful. Give everyone a chance to work or play. Give others a chance to express themselves. Share. Remember that others are counting on you, so live up to your duty.
9. *Moderation* – Keep yourself in balance. Focus both on accomplishing things in which you excel and those you do not. Try new things.
10. *Cleanliness* – Keep yourself and your work area clean. Keep your uniform clean. Keep your school clean. Keep your words clean.
11. *Tranquility* – Keep yourself from reacting poorly to others. People are not perfect and the world is not fair. Learn to deal with both despite imperfections. Be patient.
12. *Chastity* – Be pure in thought and deed. White lies, a little gossip, and small, mean words are painful and say more about you than about others. What you think about others is how you will treat them. Develop good thoughts and feelings toward all.
13. *Humility* – Be mindful of others before yourself. Treat them as you want to be treated. Think about how you can help others before being asked. Let others speak when it is their turn.

Essential Environmental Demands

- Frequent lifting - thirty-five (35) pounds
- Occasional lifting - fifty (50) pounds
- Constant standing, walking
- Frequent squatting, reaching, stooping

Compensation

- 180 teacher work days for 2025-26 school year
- See salary schedule on our website for starting salary ranges dependent on experience

Benefits:

- PERA (Public Employees' Retirement Association of Colorado)
- Medical (Anthem); Vision & Dental (Equitable)
 - 80% employee only premium paid by BFA
- Benefit stipend for all full – time staff
- Life Insurance, Long & Short-Term Disability (full premium paid by BFA)
- Health and/or Dependent Care Savings Account (FSA)
- Sick Leave & Paid Time Off
- Employee Assistance Program (EAP)
- Voluntary 401 (k) retirement plan options
- Generous classroom budget provided along with teacher issued purchasing card

For more information, please visit <http://www.bfacademy.org/careers/>

Ben Franklin Academy is committed to compliance with all applicable equal employment opportunity laws, prohibiting discrimination on the basis of race, color, religion, ancestry, national origin, sex, marital status, disability, or age.

*This applies to all employment practices, including hiring, promotions, training,
disciplinary action, termination, and benefits.
Ben Franklin Academy is a drug-free workplace.*