



Penticton Indian Band

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Employment Opportunity

The Penticton Indian Band (PIB) is currently seeking an ambitious and qualified individual to fill the following position:

Position Title:	Elementary Teacher Grade 7/8/9	Classification:	Teachers pay grid
Status:	Full-time	Type:	Non-Management
Department:	Education	Working Hours:	35 Hours per week
Responsible To:	OSCS Principal, Director of Education		
Location:	Outma Sqilx'w Cultural School, 291 Outma Sqilx'w Place, Penticton, BC		
Deadline:	September 27, 2022		

Job Summary:

Under the supervision of the OS CS Principal, the Elementary teacher position will offer a balanced education program including mental, emotional, spiritual, and physical strength while empowering students to be responsible for their own success as Syilx. The teacher is responsible to meet learning outcomes in accordance with the BC Ministry of Education Curriculum. Further, the teacher must promote a positive and safe learning environment. In addition, the teacher is responsible to work collaboratively with the Okanagan Language and Culture staff to promote and integrate Okanagan Culture and Teachings into a variety of subject areas. Teachers will work cooperatively with OS CS staff to maximize available resources and ensure optimal student success. It is also imperative that quality education is achieved for all students and is delivered through academic programs that integrate the new Provincial curriculum and Okanagan culture and language. Additional support for learning outside the regular school hours (i.e., field trips, school sport activities, after-school clubs, speakers, and meetings with family members) may also be required.

Core Competencies:

- Accountability
- Adaptability
- Assessment for Learning
- Classroom Management
- Communication
- Respects Confidentiality
- Service Orientation
- Leadership
- Negotiation
- Organizational
- Relationship Building
- Planning, Preparation and Organizing
- Mutual Respect
- Positive Role Model
- Problem Solving
- Professional Collaboration
- Questioning Skills
- Results oriented.
- Teamwork
- Ethics and integrity

Duties/Responsibilities:

Job Responsibilities and Work Performed

- Develop detailed lesson plans for each subject taught.
- Establish clear objectives for all lessons, units, and projects and communicate those objectives to students.
- Develop year plan of learning objectives and outcomes to be met and submit plan to school principal by October 31 of each year.
- Establish and enforce rules for behavior and procedures for maintaining order among the students for whom they are responsible.
- Maintain effective discipline and a safe learning environment in the classroom, on playing fields, playground, fieldtrips, and school events.
- Observe and evaluate students' performance, learning, behavior, social and physical development.
- Prepare materials and classrooms for class activities and daily learning.

- Adapt teaching methods and instructional materials to meet students' varying needs, interests, and abilities.
- Instruct students individually or in groups, using a variety of teaching strategies and methods.
- Assign and grade class work and homework.
- Prepare, administer, and grade tests and assignments to evaluate student progress.
- Confer with parents, guardians, teachers, counselors, and administrators to resolve student behavioral and academic issues.
- Establish relationships and maintain communication with parents and/or guardians regarding needs and academic progress of students.
- Meet with parents/guardians to discuss their children's progress, and to determine their priorities for their children and the resource needs.
- Prepare and implement interventions and remediation programs for students requiring extra help.
- Confer with other staff members to plan and schedule lessons and intervention programs to support student learning and development.
- Meet with other professionals to discuss individual students' needs and progress.
- Use computers, smart boards, audiovisual aids, and other equipment and materials to supplement classroom presentations and lessons.
- Attend professional development workshops, educational conferences, and teacher training workshops to maintain and improve professional competence.
- Plan and supervise class projects, field trips, visits by guest speakers or other experiential activities, and guide students in learning from those activities.
- Administer standardized ability and achievement tests and interpret result to determine student strengths and areas of need.
- Attend staff meetings and serve on school committees as required.
- Supervise, evaluate, and plan assignments for education assistants and volunteers.
- Involve parent volunteers and older students in children activities requiring focused, complex play.
- Perform supervisor duties such as assisting in hall and cafeteria monitoring, and bus loading and unloading.
- Volunteer time at fundraisers, evenings and weekend, extracurricular days, family days and fundraising.
- Attend School Based Team meetings to present on student concerns.
- Responding to daily emails from partners in Education.
- Provide, promote, and deliver an effective instructional program. Strive to implement new ideas, techniques, and methods to enhance the quality of instruction and meet individual student needs.
- Demonstrate and differentiate teaching methods and instructional materials to meet students' varying needs, abilities, and interests.
- Plan and conduct activities for a balanced program of instruction, demonstration and work time that provides students with opportunities to observe, question and investigate.
- Maintain accurate and complete student records: attendance; formative and summative assessments; discipline; report cards (three per school year) and other documents required.
- Prepare and implement Individual Education Plans and remedial programs for students requiring extra help and meets with parents, school-based team, other school staff involved in delivering the program.
- Restock classroom supplies and learning materials as needed.
- Work as a team player and is willing to cover for other teachers in emergencies.
- Respond to daily emails from partners in Education.
- Communicate with staff, and families regarding daily activities.
- Establish monthly calendar of events.
- Prepare time sheets and memos for pay roll.

Job supervisory roles

- Paraprofessionals such as Education Assistants
- Children, arrival, classroom, recess, lunch, fieldtrips, and nutritional supervision

External responsibilities

- Represent PIB and Outma offsite
- Extracurricular activities, track and field, pow-wows
- Positive role model always

- Positive/healthy choices always

Reports to:

- OSCS School Principal
- Education Manager, when necessary

Accountability

Deliverables and the standards:

- Meet or exceed student learning outcomes in accordance with the BC Ministry of Education Curriculum
- Create a positive and safe learning environment.
- Ensure the Okanagan culture and language are promoted and implemented within the academic school structure.
- Ensure student success, parent satisfaction and community acceptance/recognition.

Reports to be completed:

- IEP plans and reviews.
- Year Plans
- Three term report cards to parents
- Accept constructive criticism and recognizes the value of continuous self-evaluation and improvement regarding teaching methods, strategies, and lessons.
- Write and submit Incident reports to OSCS Principal.
- Establish budgets and learning objectives for special events and class field trips.

Departmental operation manual(s) to be used:

- BC Ministry of Education Integrated Resource Packages.
- Job descriptions/contacts
- School policy
- Human Resources policy

Relationships

Supervision received and given:

- Director of Education – makes final decision regarding payroll and budget.
- Band Manager, Chief and Council.

Internally, this position will have the following report to you for supervision:

- Paraprofessionals
- Students

Internally, this position will report to:

- OSCS Principal
- Education Manager (when necessary)
- Band Administrator
- Chief and Council

Externally this position will report to:

- Director of Education
- BC College of Teachers
- Health Department
- Social Development Department (if required)
- PIB Social Development Committee
- PIB Education Committee

Maintain professional working relationship with:

- Colleagues
- FNEsc and FNsa representative

- Supported Child Development Center.
- Little Paws Preschool Staff
- PIB Health Department, Social Development and Administration
- School District Principals and Resource Personnel
- En'owkin Center staff
- OSNS
- OSCA
- Students

Decision Making

Level of decision-making authority expected is high: children safety, development & management.

Qualifications/Requirements:

Minimum Academic/Educational Requirements

Five years' experience working in a First nations School.

Knowledge of:

- Provincial Curriculum from K-9
- Roles and responsibilities of FNECS and FNSA
- Partners in community that support child development.
- Effective instruction teaching methodology and differentiated strategies.
- Effective evaluation methods
- Specific considerations for Aboriginal students

Other Certification, Licenses, Designations and/or Training

- BC College of Teachers certification
- Bachelor of Education degree (minimum)
- Specialize Training in alternate education settings.
- Creative use of resources
- Understanding of the Penticton Indian Band community
- Knowledge of Okanagan culture, some language, and willingness to learn more.

Proficiency designation requirements

- Ongoing professional development training
- Current British Columbia Teaching Certification fees maintained.

Specific Job Skills and Levels

Computer skills required.

- Microsoft office, Word, Excel, PowerPoint
- Email
- DRUMS
- Acadience

Literacy and numeracy required.

- High verbal and written skills
- University proficiency level

Commercial or business-related skills

- Understanding business concepts
- Educational protocols

Management ability

- Time management
- Classroom management
- Conflict management

Critical Thinking

- Logic and reasoning
- Conclusions and approaches to problems.

Active Listening

- Understands implications of new information to support problem solving and decision making.

Instructing

- Teaches others how to do something.

Negotiation

- Brings others together and attempts to reconcile differences.

Persuasion

- Persuades others to change behavior and actions when required.

Judgment, Monitoring and Decision Making

- Considers relative costs and benefits of potential actions to choose the most appropriate one.
- Monitors and assesses performance of self, others, or organization to make improvements or take corrective action.

Complex Problem Solving

- Identifies complex problems.
- Reviews related information to develop and evaluate options and implement solutions.

Minimum Level of Experience

- One to five years working with First Nations communities with FN people.
- Teaching in First Nation School settings
- Familiar working with First Nation children

Personality Traits (Required to be successful in position)

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| <ul style="list-style-type: none"> • Friendly & approachable • Personable & good sense of humor • Positive attitude & energetic • Team player & easy to work with • Organized Creative & Innovative • Self-motivated, productive & demonstrates initiative. • Flexible to changing lesson plans, prep times, teaching locations and resources on short notice | <ul style="list-style-type: none"> • Open-minded & understanding • Caring, empathetic, active listener • Patient • Effective interpersonal & conflict resolution skills • Good communication skills • Able to maintain calm in a stressful situation. • Dedicated and reliable |
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Assets:

- Knowledge of Okanagan Language and Culture.
- Knowledge in special education

Working Conditions:

- Extended periods of sitting and/or standing.
- Manual dexterity required for use of desktop and peripherals.
- Safe and positive environment
- Drug and alcohol-free workplace
- Busy and stimulating
- Can be fast paced as well as structured.
- Unpredictable due to working with children.
- Fun, happy

Preference will be given to qualified Aboriginal applicants as per section 21 of the Human Rights Code.

Deadline:

September 27, 2022

Send your Resume to Senior Manager, Human Resources

Rory Gabriel at jobs@pib.ca