

APPLY IN PERSON AT:
Human Resource Department
909 Packerland Drive
Green Bay, WI 54303



OR MAIL TO:
Human Resource Department
P.O. Box 365
Oneida, WI 54155-0365
Phone: (920) 496-7900
Fax: (920) 496-7490

APPLY ONLINE AT:
<http://Oneida-nsn.gov>

A good mind. A good heart. A strong fire.

THIRD POSTING OPEN TO ALL APPLICANTS

POSITION TITLE: Elementary Teacher
POSITION NUMBER: 07014
DEPARTMENT: Oneida Nation School System (ONSS)
LOCATION: N7125 Seminary Rd Oneida WI
DIVISION: Non-Divisional
RESPONSIBLE TO: K-5 Principal
SALARY: Teacher Salary Scale (NEGOTIABLE)
CLASSIFICATION: Exempt
POSTING DATE: March 29, 2021
CLOSING DATE: Until Filled
Transfer Deadline: April 5, 2021
Proposed Start Date: As Soon As Possible

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

POSITION SUMMARY

Accomplish the Oneida Nation School System's objectives by planning, instructing, and evaluating educational programs appropriate for the grade level and subject matter. Promotes social, emotional, and intellectual growth and development, and incorporates the student's Oneida heritage. Ensure services are provided effectively and efficiently to the students of the Oneida Nation. Continuation of this position is contingent upon funding allocations.

DUTIES AND RESPONSIBILITIES:

1. Plan, develop, organize, instruct, and evaluate activities for assigned grade level and subject areas.
2. Instruct assigned classes using curriculum and texts approved by school administration.
3. Ensure effective planning and implementation of lesson design.
4. Prepare and submit lesson plans for the upcoming week to the Principal.
5. Evaluate and analyze students' needs and abilities to ensure effective implementation of teaching methods.
6. Uses a variety of instructional techniques based on the curriculum and students' abilities.
7. Develop instructional lesson plans and organizes class time to provide a balanced program of instruction, demonstration, and working time.
8. Develop a strategy to integrate Oneida culture into the curriculum.
9. Motivate students in learning.
10. Communicate clearly and effectively both verbally and in writing.
11. Establish and maintain standards of student behavior needed to provide an orderly and productive study environment.
12. Manage classroom effectively while maintaining a positive classroom environment.
13. Select appropriate instructional materials, tools, and instructional aids.
14. Evaluate individual growth and performance in knowledge and understanding.
15. Plan curriculum and coordinate subject materials with other staff.
16. Coordinate with other staff members, including team teaching and assisting in other classrooms as needed.
17. Provide a concise yet comprehensive description of planned activities for the substitute teacher when needed.
18. Maintain accurate, appropriate, and confidential records regarding students' attendance, progress, and other pertinent information.
19. Act as a positive role model for students including serving as a mentor; operating as an advocate for students when appropriate; upholding high professional standards; and refraining from using profanity, corporal punishment, and discriminating against students.
20. Maintain an effective communication system with parents, promoting confidentiality and credibility, and regarding students' progress, problems, or other issues.

JOB DESCRIPTION
Elementary Teacher
Page 2

DUTIES AND RESPONSIBILITIES: (Cont.)

21. Communicates in an appropriate, respectful manner with students, parents, and co-workers.
22. Attend school sponsored events such as Family Feast, Parent Meetings, student awards ceremonies, special activities, and Graduation.
23. Supervise students in classroom, lunchroom, and outside activities as scheduled.
24. Attend meetings and in-service training programs as required.
25. Participate in the Oneida Nation Teacher Certification Program.
26. Maintain professional and technical knowledge by attending seminars, educational workshops, classes and conferences; reviewing professional publications; establishing networks; participating in professional societies.
27. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
28. Maintain strict department security, confidentiality, and quality to meet professional standards of the department.
29. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

1. Frequently stand; sit and walk. Occasionally stoop, kneel, crouch, crawl, lift and/or move up to twenty-five (25) pounds.
2. Work is generally performed in a classroom setting with a moderate noise level.
3. A Tuberculosis (TB) Screening and/or TB Skin Test is required within thirty (30) days of employment and annually thereafter.

STANDARD QUALIFICATIONS:

1. Knowledge of applicable Oneida Nation, federal, state, county and local laws, regulations, and requirements.
2. Knowledge of school organization, functions, objectives, policies, and procedures.
3. Knowledge of the principles and practices of elementary and secondary education.
4. Knowledge of the Oneida language, community, history, and culture.
5. Skill in operating various word-processing, spreadsheets, and database software programs in a Windows environment.
6. Ability to exercise independent judgment.
7. Ability to interact and maintain good working relationships with individuals of varying social and cultural backgrounds.
8. Ability to work independently and meet strict timelines.
9. Ability to communicate efficiently and effectively both verbally and in writing.
10. Ability to maintain a calm demeanor during crisis situations.
11. Ability to demonstrate moral character, honesty, tact, fairness, lack of prejudice, and desire to help when dealing with students.
12. Ability to be sensitive and receptive to the unique needs of school aged Native American students.
13. Ability to develop and complete instructional activities and lessons.
14. Ability to maintain a creative environment for learning by providing appropriate classroom organization and structure.
15. Ability to motivate students to perform to their fullest potential.
16. Certified in First Aid and CPR.
17. Oneida Certification on Reporting Child Abuse and Neglect within ninety (90) days of employment.
18. Must adhere to strict confidentiality in all matters. **(Must sign a confidentiality statement prior to employment.)**
19. Must be willing and able to obtain additional education and training.
20. Must pass a pre-employment drug screening. Must adhere to the Nation's Drug and Alcohol-Free Workplace Policy during employment.
21. Must pass a background security check with the Oneida Nation to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nation's Gaming Division.

PREFERRED QUALIFICATIONS:

Applicants please clearly state on the application/resume if you meet these qualifications.

1. Teaching experience and experience in cross-cultural education.

JOB DESCRIPTION
Elementary Teacher
Page 3

MINIMUM QUALIFICATIONS:

Applicants please clearly state how you meet these qualifications on the application/resume.

1. Bachelor's Degree in Education.
2. Currently have or have the ability to obtain a State of Wisconsin elementary teaching license within the first (1st) year of teaching.

ITEMS REQUIRED TO BE SUBMITTED WITH APPLICATION:

1. An Oneida employment application.
2. Current personal resume.
3. Official transcripts.
4. Copies of certifications/license document or letter from accredited college or university stating that you have completed the program and have applied for your license.
5. Four (4) letters of references:
 - a. Letters from current and or previous employers.
 - b. Letters need to be current (within the last four years).
 - c. Letters need to contain information related to previous schoolwork experience.