



Lakewood Christian Schools

Position Focus: LCS Elementary School Teacher

Qualifications

1. Shall have accepted Jesus Christ as Lord and Savior, with a spiritual life that encompasses a growing relationship with Christ, showing integrity, graciousness, and dedication.
2. Shall be an active member of a Bible-based church, have a mature, godly spirit, a Christian testimony, and accept, without reservation, the Arbor Road Church/LCS Statement of Faith.
3. Shall be CPR/AED Certified or willing to become so upon hire.
4. Shall have ACSI Certification or be willing to obtain it upon hire.
5. Shall have an active and regionally accredited California State Teaching Credential or be willing to obtain one upon hire.
6. Shall have subject-specific expertise and the ability to design and deliver instruction aligned with school standards and students' developmental needs.

Purpose and Scope - Staff at Lakewood Christian Schools serve in a ministerial role, partnering with families and the church to disciple students and integrate Christian faith throughout the curriculum and school life through spiritual instruction, prayer, and Christian discipleship.

Role-Specific Responsibilities - Employees in this position must:

1. Teach assigned grade level or subject area(s) using approved curriculum, thoughtfully selected materials, and differentiated strategies.
2. Integrate biblical truth intentionally into instruction, classroom culture, and interactions.
3. Maintain clear learning objectives, high academic standards, and assessment practices.
4. Adjust instruction based on formative and summative data to promote student growth.
5. Foster critical thinking, problem-solving, and ownership through learning experiences.
6. Provide targeted support and enrichment, including additional help as appropriate
7. Establish and maintain structured routines and proactive classroom management systems that promote calm, order, and responsibility.
8. Build positive, relational connections with students that support belonging and motivation.
9. Address minor discipline concerns directly and refer significant issues appropriately.
10. Maintain a clean, organized, and well-prepared classroom environment.
11. Maintain accurate and timely gradebooks, attendance, report cards, and student records.
12. Communicate clearly and consistently with students and families.
13. Collaborate with colleagues to ensure instructional alignment.
14. Participate in professional development, meetings, and school initiatives.
15. Support school-wide responsibilities, supervision duties, and events as assigned.
16. Contribute to a positive, professional, mission-aligned culture by upholding school policies.
17. Perform other duties as assigned.



Universal Responsibilities – All LCS Employees must:

1. Model a growing, Christ-centered life consistent with the LCS Team Values.
2. Conduct themselves with professionalism, integrity, and graciousness in all interactions.
3. Communicate clearly, respectfully, and proactively with students, parents, colleagues, and community members.
4. Follow conflict-resolution principles outlined in the Parent-Student Handbook and Employee Handbook.
5. Collaborate in support of school-wide alignment and strategic priorities.
6. Participate in required meetings, professional development, devotions, and assigned school events.
7. Supervise students as assigned, ensuring safety and accountability.
8. Maintain accurate and timely records as required by the position.
9. Steward assigned spaces, equipment, and resources with organization and care.
10. Promptly report safety, facility, or operational concerns to appropriate supervisors.
11. Maintain a constructive, solution-oriented spirit; avoid negativity or divisiveness.
12. Support and uphold all LCS policies, procedures, and leadership direction.
13. Uphold the LCS Team Values in all interactions between staff, students, families, and the broader community.
14. Perform other duties as assigned.

Relationships

- The **LCS Elementary School Teacher** reports directly to the **Elementary School Principal** and is accountable to all LCS personnel and to the policies and procedures set forth by the Head of School, LCS School Board, and Arbor Road Church.

Salary Range: \$57,048 - \$66,029

Additional Context & Considerations - We are seeking a Christ-centered educator who joyfully lives out the LCS Team Values of **Humility, Growth, Collaboration, Student Care, Excellence,** and **Community**. The ideal candidate is reflective, relational, and eager to grow as they invest deeply in students and contribute meaningfully to a healthy, mission-aligned team's shared purpose in service of Christ and His Kingdom.

Applicants and interested parties should submit clarifying questions, resumes, and completed applications to Employment@LCSbears.org