

Certificated Teacher, Shaw Island School, Washington State

Position: Certificated Elementary Teacher for the 26-27 School Year

Reports to: Superintendent/Principal

FTE: 7.5 hours/day; 4 days/week; .8 FTE

FLSA Status: Exempt

Wage Range for .8: \$52,167-\$96,000 for the 2025-26 school year plus board approval of increases for the 2026-27 school year DOE.

Benefits Eligibility: Medical, Dental, Vision, Retirement

Shaw Island Elementary is a K-8 multi-grade school typically serving around ten students. As one of two teachers in a two-room schoolhouse, you will be teaching all core subjects to a range of grade levels in your classroom. We are a public school dedicated to meeting and exceeding state learning standards.

Our rural island, located two hours north of Seattle in the beautiful San Juan Islands, has a total population of about 130 year-round residents. While our building is historic, our resources and technology are state-of-the-art, and our students receive an excellent education. Enhanced by the resources of caring, involved community members, the innovative curriculum includes a strong emphasis on science and math, a vibrant music program, and individual attention for all learners.

This position is a remarkable opportunity for the right candidate. If you have recently completed your certification and are looking for a fulfilling place to begin teaching, or if you have spent your career in a more traditional setting and are interested in bringing your experience, ideas, and creativity to a small learning community, this could be the dream teaching situation for you.

Educational Expectations

- Inspire enthusiasm and passion for all subjects.
- Deliver clear and focused instruction using a variety of teaching strategies to meet the needs of all students.
- Collaborate with fellow teacher to improve teaching methods, teaching strategies, and classroom management techniques.
- Ensure all school and state requirements are met using district approved curricula.
- Communicate effectively and maintain cooperative working relationships with students, parents, and staff.
- Assess and monitor students, provide feedback to students, parents, and administration regarding student progress, expectations, and goals.
- Establish and maintain professional boundaries with students.
- Comply with district policies and procedures and Code of Professional Conduct.
- Perform related duties as assigned.
- Ability and willingness to perform a variety of specialized tasks, maintain records, and meet schedules and deadlines.

Desired Skills

- Ability to help plan field trips.
- Ability to employ culturally-responsive teaching practices that align with our commitment to diversity, equity, and inclusion.
- Ability to be flexible to changes in assignments or situations.
- Ability to value and respect different opinions while fostering a learning environment where students feel safe and respect each other.

Minimum Qualifications

- Possesses or has the ability to obtain a valid Washington State Teaching certificate with the required endorsement for this position (Elementary Education Endorsement or equivalent).
- Excellent oral and written communication skills.
- Experience and/or knowledge of age-appropriate teaching methods and state curriculum framework as it pertains to implementation of Washington State Essential Academic Learning Requirements.
- Successful WA State Patrol and FBI fingerprinting clearance.
- I-9 Employment Eligibility in compliance with the Immigration Reform and Control Act.

Preferred Qualifications:

- Training in and/or direct experience teaching multi-aged students in multi-grade classrooms.

Physical Demands:

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions:
 - Employee is often required to sit or stand for prolonged periods of time. Employee is frequently required to use fingers, hands, and arms in the course of employment. The position requires the ability to listen carefully while filtering out normal classroom noise. The position requires the ability to listen effectively, speak clearly, and visually observe students on a routine basis. Employee must be able to lift 50 pounds and perform occasional bending, stooping, twisting, and reaching about the shoulders.

Reports to:

- The Superintendent/Principal.

Evaluation:

- The Superintendent/Principal will evaluate the Elementary School Teacher periodically pursuant to the currently established district procedures and evaluation criteria. The process shall include an evaluation of the employee's performance of the above essential job functions.

Our District Commitment to Non-discrimination:

Shaw Island School District does not discriminate in any programs, activities, or employment opportunities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination: Civil Rights Compliance Coordinator and Title IX Officer, and Section 504 Coordinator, Dr. Becky Bell. Can be reached at bbell@shaw.k12.wa.us. Out of state applicants are encouraged to apply with the understanding that a WA state certificate will need to be obtained prior to the start date.

Job Application Timeframes, Start Date

- **Position is Open Until Filled**
- **For best consideration apply by May 30, 2026**
- **Interviews will begin June 1, 2026**
- **Fill out the online application and email to dshannon@shaw.k12.wa.us:
https://www.shawislandschool.org/files/ugd/a1cead_73d6f04a304742f89b0e64f10662ab7d.pdf**
- **Include: Application Form, Resume, Cover Letter, Transcripts, and Copy of Certifications**

Contacts:

Dr. Becky Bell, Superintendent/ Principal bbell@shaw.k12.wa.us
Deanna Shannon, Office Administrator, 360-468-2570 dshannon@shaw.k12.wa.us