



Alternative School Teacher Job Description

Job Purpose:

The Alternative School Teacher is responsible for providing a structured, supportive, and student-centered educational environment that helps students overcome academic, emotional, behavioral, and social challenges in order to successfully transition back to a traditional school setting.

Knowledge, Skills, and Abilities:

- Knowledge of the Mississippi College- and Career-Readiness Standards (MCCRS) and effective instructional practices.
- Ability to modify curriculum and instruction to meet individual student learning needs and pacing.
- Strong classroom management skills, including knowledge of Positive Behavior Interventions and Supports (PBIS), trauma-informed practices, and de-escalation techniques.
- Ability to develop and implement differentiated instruction using direct instruction, blended learning, and digital learning platforms.
- Skill in collecting, analyzing, and utilizing academic and behavioral data to monitor student progress and support intervention plans.
- Ability to implement accommodations and modifications required by Individualized Education Programs (IEPs), 504 Plans, and Language Support Plans.
- Effective oral and written communication skills with students, parents, staff, and community stakeholders.
- Ability to establish positive relationships with at-risk students and support student social-emotional learning.
- Ability to maintain confidentiality and comply with FERPA and district procedures.
- Ability to work collaboratively with administrators, counselors, teachers, case managers, and support personnel.

Minimum Qualifications:

- Bachelor's degree or higher from an accredited college or university.
- Valid Mississippi educator license in the appropriate subject area and/or grade level.
- Minimum of two (2) years of successful teaching experience preferred.
- Experience working with at-risk students or in an alternative education setting preferred.
- Special Education endorsement in Mild/Moderate Disabilities K-12 preferred.
- Must pass all required criminal background checks, fingerprinting, and child abuse registry clearances.

Duties and Responsibilities

- Demonstrates prompt and regular attendance.
- Plan, prepare, and deliver instruction aligned to MCCRS and individual student needs.
- Establish and maintain a safe, structured, and orderly learning environment.
- Implement behavioral intervention strategies and support student behavior goals consistently and fairly.
- Meet individually with Alternative and ISS students to provide behavioral and academic support.
- Collaborate with Special Education staff, counselors, ELL personnel, and administrators to implement accommodations and modifications.

- Provide IEP accommodations and support student progress toward academic and behavioral goals.
- Maintain accurate and confidential records related to attendance, grades, behavior, progress monitoring, and communication logs.
- Manage alternative education documentation, including intake paperwork, behavior tracking, and progress monitoring records.
- Maintain communication with parents or guardians regarding student progress, behavior, and concerns.
- Communicate regularly with school administrators and teachers to ensure students receive assignments and instructional support.
- Return completed assignments and required documentation to students' home schools in a timely manner.
- Participate in intake, transition, re-entry, and support meetings for assigned students.
- Provide approved social-emotional learning (SEL) activities and interventions.
- Attend required district meetings, professional development activities, and training sessions.
- Comply with all district policies, Mississippi Department of Education regulations, and state and federal laws regarding student discipline, privacy, and safety.
- Perform other duties as assigned by the Principal or Alternative Program Director.
- Adhere to the Mississippi Educator Code of Ethics and all district policies and procedures and supports the George County School District Core Beliefs and Mission.

Reports to:

- George County Middle School Principal – Secondary
- L.T. Taylor Intermediate School Principal – Elementary

Supervises: Students assigned to the Alternative Education Program

Terms of Employment: Contract / 187 Days

FLSA Status: Exempt

DISCLAIMER: The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees to this job.

	Employee's Printed Name
	Employee's Signature & Date
	Supervisor's Signature & Date