WISCONSIN LUTHERAN COLLEGE

Position Description

Position Title:	Faculty – Literacy Emphasis
Department:	School of Education
Reports to:	Chair, School of Education
FLSA Status:	Exempt
Called Position:	Yes
Revised:	November 2026

Job Summary

This full-time faculty member will have an appointment in the School of Education at Wisconsin Lutheran College (WLC). Appointment rank within the professor or lecturer track is open and will be determined based on the candidate's credentials and experience.

This faculty member will be responsible for developing and teaching courses within the Education program, assessing student learning outcomes, and supervising clinical students and student teachers. Teaching responsibilities may include a variety of education courses, with particular emphasis on literacy instruction, including coursework aligned with Wisconsin Act 20 requirements and preparation for the Foundations of Reading assessment.

In addition, this faculty member will contribute to student advising, mentoring, and recruitment efforts. The ability to support curricular development, course scheduling, program planning, and assessment activities within the School of Education is highly valued. Service to WLC and the broader community is an integral component of all full-time faculty positions.

Core Accountabilities

- Assist in advancing the vision and strategic goals of the School of Education as a state-approved Educator Preparation Program.
- Provide input regarding course content and clinical student performance in compliance with Wisconsin Department of Public Instruction (DPI) requirements.
- Demonstrate excellence, or strong potential for excellence, in teaching and mentoring students.
- Faculty members in the professor track are expected to engage in original research.
- Faculty members in both the professor and lecturer tracks are expected to provide service to the School of Education, WLC, and the broader community consistent with institutional needs and individual expertise.

Primary Responsibilities

- Maintain an annual teaching load of 24 credits (professor track) or 30 credits (lecturer track), primarily within the undergraduate Education program, with potential teaching assignments in the graduate Education program as needed.
- Collaborate with colleagues on departmental initiatives and responsibilities that support the ongoing work of the School of Education.
- Assist with recruitment, outreach, and marketing efforts for School of Education programs.
- Advise and mentor School of Education students and participate in the assessment of program outcomes.

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REQUIREMENTS

Knowledge, Skills, and Abilities

- Excellent organizational, interpersonal, and communication skills, including demonstrated verbal, written, and presentation abilities.
- Ability to communicate effectively and professionally with a wide range of internal and external stakeholders, including students, faculty, staff, administrators, and community partners.
- Ability to build constructive and positive working relationships and collaborate effectively as a member of a team in support of WLC's mission and goals.
- Strong initiative, flexibility, and the ability to manage multiple responsibilities in a fast-paced environment.
- Demonstrated proficiency with computers and common software applications, including Microsoft Office and learning management software (e.g. Canvas, eLearning) and AI. Experience with Jenzabar and related reporting tools is a definite plus.
- Valid driver's license with a satisfactory driving record.

Education and Experience

- Master's degree required; doctorate preferred.
- Graduate coursework (master's or doctoral level) in educational fields aligned with anticipated teaching assignments.
- Teaching experience at the elementary and/or middle school levels.
- Demonstrated record of effective teaching and educational leadership.
- Experience with professional learning communities, teacher supervision and development, and curricular development is preferred.
- Knowledge of and experience with evidence-based literacy instruction, including structured literacy practices and Wisconsin Act 20 implementation, is required.

Physical Requirements and Work Environment

- Work is primarily performed in a professional academic environment, including classrooms, offices, meeting spaces, and off-site educational settings.
- Regularly required to communicate effectively with students, faculty, staff, school partners, and community stakeholders in person, by telephone, and through electronic communication.
- Ability to remain stationary for extended periods while teaching, advising, attending meetings, preparing instructional materials, and performing administrative duties.
- Ability to move throughout campus facilities and travel to local school sites for student supervision, clinical observations, recruitment activities, and community engagement events.
- May be required to occasionally lift, carry, or move materials and equipment weighing up to 20 pounds.
- Work schedule may include occasional evening or weekend responsibilities associated with teaching schedule, student recruitment, commencement, faculty service, professional development, or community events.

Mission Alignment

Wisconsin Evangelical Lutheran Synod (WELS/ELS) membership is required. Faculty must demonstrate a commitment and passion for serving others with respect and dignity as God's creation, along with a desire to support WLC's mission and ministry values in accordance with WLC's Christian code of conduct. Called faculty are expected to actively pursue synodical ministry certification and complete certification requirements within six (6) years of appointment unless they already hold an active call and certification within WELS or ELS.