

JOB DESCRIPTION

JOB POSITION: ESL	SUBJECT: N/A
GRADE: K-8	TYPE: 10 Months
F/T OR P/T: FULL-TIME	START DATE: 2025-26 SY

ESL Teacher

School Overview:

Cresthaven Academy Charter School exists to provide a comprehensive education to our scholars that develops the "whole child" through academic excellence, physical wellness, emotional health, and character enrichment. Our school is built on the belief that all children, regardless of race or economic status, can succeed when given equal access to a high-quality education. Each of our scholars will be empowered to overcome challenges and equipped to sustain their success in school and beyond.

Cresthaven Academy Charter School opened in August 2016 with 75 kindergarten scholars, and we will continue to add a grade each academic year until we are a K-8 school. All Cresthaven Academy scholars will receive access to the best educators and resources, serving to actualize each child's potential and setting them on the path to college. Cresthaven Academy Charter School is supported by Cresthaven Academy Foundation, a 501(c)(3) non-profit organization. The Foundation exists to support the school and teaching staff in all things outside of classroom instruction, reducing the risk of burnout and raising academic standards by allowing educators to focus on their scholars. Together we will incorporate comprehensive support for scholars and families into the education model, including an afterschool program and Saturday Academy, in order to inspire excellence in character, identity, and academics in each child.

Cresthaven Academy is focused on supporting excellent teaching that closes the achievement gap. We recognize that teachers are the most important in-school factor contributing to student achievement. We also value leadership and support staff because they facilitate, encourage, and help to foster the developmental growth of scholars to achieve physical, social and mental well-being by providing quality care and expertise in their respective roles.

We are seeking an ESL Elementary & Middle School Teacher who is results-oriented and does whatever it takes to ensure success for all scholars. Why join the Cresthaven Academy Family? Great question! We're really passionate about kids, fun, and improvement. To find out more, visit our website.

Responsibilities:

- Plan, organize, and provide instruction in Spanish/English that meet state and federal standards

- Provide instruction that is consistent and coordinated with the school's instructional program so as to ensure that students meet and exceed learning targets.
- Develop and deliver lesson plans that utilize a broad range of appropriate teaching techniques and strategies.
- Address all aspects of communication through appropriate instruction that develops each scholar's ability to read, write, speak, and listen in the appropriate content area.
- Administer academic and language assessments for the purpose of evaluating student progress for meeting academic learning targets and progress in language acquisition (i.e. ACCESS for ELLs, MAP, Interim Assessments, etc.)
- Maintain complete and accurate records of student progress and evidence of growth and progress to strategically respond to student learning needs, refine curriculum, and inform instructional practices.
- Provide a nurturing and supportive learning environment that encourages student responsibility and incorporates challenging instructional strategies
- Adapt curriculum to provide individual, small group, and/or remedial instruction as to meet the needs of individual students.
- Establish and maintain standards of student behavior required to run an orderly and productive classroom environment
- Employ a variety of instructional techniques and strategies to meet different aptitudes and interests of students
- Manage allotted learning time to maximize student achievement.
- Participate in the collaborative curriculum design process with the grade team to ensure scholars meet WIDA English Language Development Standards.
- Share responsibility for grade-level and school-wide activities.
- Attend all recommended professional development sessions that are specific to literacy and numeracy content.
- Attend scheduled faculty meetings or sessions that pertain to the ESL role.
- Weekly check-ins with the Principal and/or Student Support Coordinator to discuss both teacher and student performance.
- Exhibit resilience to persevere and turn challenges into opportunities.
- Any duties as assigned by the building school lead/principal

Qualifications:

Our ideal ESL Teacher will have:

- A valid New Jersey Teaching Certificate Required
- English as a Second Language - CE/CEAS Required
- At least 2 years of full-time classroom experience. Charter school and urban setting experience is preferred.
- A demonstrated track record of facilitating student academic growth and having a joyous, positive classroom.
- A Master's Degree and teaching certificate in the content area. (Bachelor's Degree is required.)
- Passion and sustained commitment to ensure that joyful, rigorous instruction is delivered to every scholar, every day.

- An entrepreneurial spirit, be mission-aligned, and feel excited to be part of a Founding Team.

Demonstrated competencies in the following areas are a must:

- Behavior and Classroom Management - Ability to establish and maintain high expectations and create 100% engagement in a classroom of scholars at all times.
- Accountability and Data Driven - Proven record of student achievement as evidenced by student work, learning, and data.
- Preparation - Ability to study Cresthaven Academy's curriculum and Common Core Standards for grade level taught, commit to collegial relationships, and work collaboratively to deliver instruction at a high level.
- Self-Reflection - Ability to seek, accept, and implement feedback from colleagues and Principal on an ongoing basis for continuous improvement.
- Stamina and grit - Ability to handle the intensity required to work an extended school day and school calendar.
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This position may require:

- Exposure to temperature variations and wet conditions.
- Walking and working on uneven and slick surfaces.
- Reaching above and below shoulder height.
- Frequent excessive standing during assigned work day.
- Frequent requirement to lift, carry, push, pull, sit, stand, walk, reach, crouch, climb, balance, kneel, and stoop.
- Cresthaven Academy offers a competitive salary and benefits, commensurate with experience and skills. Cresthaven Academy Charter School is an equal opportunity employer.

Candidates under final consideration will need to be able to pass a criminal history background check, and provide documentation of medical clearance (TB/Mantoux testing). Please note: this position may require travel between campuses