



HIAWATHA ACADEMIES

Spanish Teacher

Job Description

Reports To:	Building Principal
FLSA Status:	Exempt
School Classification:	Certified Staff
Starting Pay Range:	\$45,577-\$82,065
Location:	Onsite
Position Summary:	The Spanish teacher will deliver common core standards-based to our middle school scholars, and collaborate with a team of content teachers from that grade level to help support all scholars toward reaching grade-level mastery.

ESSENTIAL FUNCTIONS and RESPONSIBILITIES:

General Duties

Prove the Possible

- Student achievement is our number one job

Drive Results

- Maintain accurate records, grade book, and data tracking systems
- Ensure high standards for student behavior, performance, and attendance
- Establish and reinforce expectations and accountability structures to maintain positive, focused classroom
- Deliver well-planned, rigorous, and meaningful lessons
- Instructional Leadership
- Design and implement rigorous, backwards-planned lessons that include an understanding and modeling of independent thinking skills, creative problem solving, and evidence based reasoning
- Design and implement assessments that are aligned with daily, weekly, and unit objectives
- Use data to inform instruction

Build Relationships

- Exhibit a high degree of professionalism in all elements of this position
- Establish and maintain high expectations and routines for academic work and classroom behavior

- Establish and maintain relationships with students and families based on trust and regular communication
- Serve as a positive force committed to our mission
- Connect with students and families so as to realize our mission

Constant Learning and Growing

- Reflect on instructional practices to meet individual professional development goals
- A demonstrated commitment to continuous improvement and student achievement
- Actively participate in professional development, grade level, and community meetings

Teachers must demonstrate knowledge and support of Hiawatha Academies' mission, vision, value statements, standards, policies and procedures, operating instructions, confidentiality standards, and the code of ethical behavior.

**Perform other duties as required and assigned*

QUALIFICATIONS GUIDE:

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education & Experience:

- Bachelor's Degree (*in Spanish or related fields preferred*)
- Excellent communication and interpersonal skills and ability to build trust with colleagues, students, and families
- Must have a growth mindset
- Awareness of self and the ability to understand, appreciate, and interact within different cultural contexts
- Must be a problem-solver, self-directed learner, startup education setting, and must possess the ability to work independently
- Prospective applicants must demonstrate a clear record of achieving significant gains with their students and have a strong belief that they can help close the opportunity gap for all
- Experience working with students of color or students growing up in low-income households
- Experience teaching Spanish to heritage speakers

Other Qualifications:

- Bilingualism in Spanish and English preferred
- State and federal background clearance (Trusted Employees) to work with students (123B.03).
- No prospective employee can report to work without this clearance being received and the Human Resources Manager notifying the immediate supervisor of this clearance.
- A minimum of 2 years teaching in a high-need school with demonstrated student results

Knowledge:

- Knowledge of child development and developmentally appropriate learning experiences for children
- Knowledge of applicable school policies and procedures

Acquired Skills:

- Well-developed, clear communication and interpersonal skills that maintain a respectful, professional, and courteous manner
- Conflict resolution skills
- Ability to work with diverse student populations

Abilities:

- Team player
- Love of learning – a lifelong learner
- Flexibility and adaptability
- Able to communicate effectively and regularly with the grade level team and/or principal regarding questions and concerns
- Organized
- Openness to differing views and objectives
- Excellent judgment in decision making
- Maintain confidentiality of sensitive and privileged information
- Determine appropriate action within clearly defined guidelines
- Work independently with little direction

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 essential functions.

- Hearing and speaking to exchange information
- Dexterity of hands and fingers to demonstrate activities
- Seeing, to read a variety of materials
- Bending at the waist, kneeling or crouching
- Sitting or standing for extended periods
- Lifting objects that weigh up to 25 pounds with or without assistance
- Close vision and ability to adjust focus

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Classroom environment
- Noise level is generally moderate
- Work conducted in a public or office setting
- Indoor in varying temperature
- Employees must have reliable transportation

Equal Employment Opportunity Statement:

Hiawatha Academies is committed to providing a workplace free from discrimination and harassment. In accordance with Title VII of the Civil Rights Act of 1964, we do not discriminate in employment decisions on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), or national origin. We value diversity and strive to ensure equal opportunity for all employees and applicants.