



HIAWATHA ACADEMIES

English Language Development 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: English Language Development (ELD) teachers are responsible for providing rigorous, standards-based, and highly engaging learning environments for their scholars. ELD teachers will support language development through a dynamic approach to instruction focused on the integration of language and content. Instructional models primarily include co-teaching and sheltered instruction. All teachers will strive to ensure that all Hiawatha Academies scholars are empowered with the knowledge, character, and leadership skills to graduate from college and serve the common good. ELD teachers will work alongside grade level teammates, special education teachers, specialist teachers, and under the guidance of the campus leadership team.

ESSENTIAL FUNCTIONS and RESPONSIBILITIES:

General Duties

English Language Development

- Apply the practices of sheltered English instruction to provide English language development to multilingual learners who qualify for English language instruction
- Co-teach alongside grade level homeroom teachers and content teachers
- Provide individual and group instruction for identified students
- Ensure that all students identified as English language learners receive the appropriate academic supports
- Co-plan with grade level and content teachers to integrate language scaffolds into core curricula

Instructional Planning and Implementation

- Implement assessments that are aligned with daily, weekly, and unit objectives
- Use data to adjust short- and long-term plans in order to meet students' learning needs

- Connect content & language instruction through standards including: MN state standards, national standards, and WIDA standards

Learning and Development

- Collaborate with colleagues and seek feedback in the spirit of continuous improvement
- Demonstrate a commitment to continuous improvement and student achievement; reflect on instructional practices to meet individual professional development goals
- Advocate for the needs of multilingual learners in professional learning settings
- Actively participate in professional development, grade level, and community meetings
- Maintain regular communication with families and parents of multilingual learners.

School and Classroom Culture

- Establish and maintain relationships with students and families based on trust and regular communication; collaborate and communicate regularly with families about academic progress and behavior
- Establish and maintain high expectations and routines for academic work and classroom behavior
- Establish and reinforce expectations and accountability structures to maintain a positive, focused classroom

Additional Responsibilities

- Maintain accurate records, grade book, and data tracking systems
- Actively attend to supervision duties and contribute positively to a collaborative school environment
- Manage site ACCESS testing

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
- Valid Minnesota teaching license in content area (or ability to gain before start date)
- Licensed in K-12 TESL, literacy education, elementary education, English language arts, or a similar content area with experience working with multilingual learners
- Growth mindset for students, self, and other adults
- Excellent communication and interpersonal skills and ability to build trust with colleagues, students, and families
- A commitment to racial equity and social justice
- 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

Other Qualifications:

- 2+ years of experience teaching in a high-need school with demonstrated student results
- Bilingual or multilingual (Spanish and/or Somali preferred)
- Background in SIOP (sheltered instruction observation protocol)
- Familiarity with WIDA language standards, proficiency level descriptors & MN state standards
- Experiencing with translanguaging &/or bilingual education
- Experience instructing dually-identified learners (students who qualify for both Special Education and English Learner programming)
- 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.

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.