



— A C A D E M I A —  
**CESAR CHAVEZ**  
*¡SÍ SE PUEDE!*

## Job Description

Located on the eastside of Saint Paul, Academia Cesar Chavez is a public charter school founded in 2000, serving students PreK through 8th Grade. Academia Cesar Chavez is a community-based, Dual-Language Bilingual school with a focus on honoring the lived experiences and cultural backgrounds of all students and their families through our core values of **Identity, Solidarity, Intellect, and Justice**.

## Middle School Spanish Heritage Language Teacher

Department:	Academic - Middle School
Reports to:	Head of Middle School
Management Role:	Non-Manager
FLSA Status:	Exempt

## Position Overview

The Middle School Heritage Spanish Teacher provides an enriching learning environment that is in alignment with the academic vision of the school, honors the skills and assets students bring to the classroom, and is culturally-affirming for the families and community we serve. This position works collaboratively with their professional learning community and other communities of practice to ensure curriculum objectives are actively being met, and that the core values of Academia Cesar Chavez are infused throughout the school day.

## Responsibilities

### Classroom Instruction

- Carry out daily instruction in both Spanish and English
- Use state standards to craft a rigorous, objective-driven program
- Tailor lessons to students, scaffold and differentiate instruction based on unique learning styles and needs to ensure all students are challenged and engaged
- Encourage student prosocial development in all classroom interactions
  - Celebrate and promote positive interactions between students in the classroom
- Provide multiple opportunities for students to achieve mastery while simultaneously promoting achievement by all students
- Create a learning environment conducive to collaboration and mutual respect for one another
- Reflect critically on the classroom experience, encouraging self-reflection in students as well

### Community of Practice

- Collaborate with faculty and academic leadership to continuously build and grow the Bilingual Education program
- Learn and utilize specialized approaches for delivering curriculum to Emerging Bilingual students
- Work with the Instructional Coach to develop standards-aligned, measurable, ambitious goals that will increase opportunities for student achievement, as well as ways to assess and track progress towards said goals
- Attend school-wide meetings and professional development sessions to stay up-to-date on the academic program, to continuously improve practice, and support progress towards the mission of the school

## Family Engagement

- Build rapport with families to stay in communication about their student's progress
  - Learn and stay attuned to the cultural dynamics and communication styles present, adapting as necessary
- Share positive and exciting milestones with families about their student as they arise
- Meet with families during Parent/Teacher Conferences
- Attend and support school-hosted community events
  - Reach out and engage with family members present
- Conduct home visits as needed

*Other duties as assigned*

## Qualifications

- Fully bilingual and biliterate in both English and Spanish
- Bachelor's degree or higher, Master's preferred
  - Must hold a current teaching license in the state of Minnesota, or be able to obtain one
- Experience working with culturally and linguistically diverse students preferred
- Excellent communication skills with students, families, and colleagues
- Able to build rapport with students and their families

## Skills & Traits

Candidates must:

- Demonstrate knowledge or willingness to learn innovative teaching methods
- Be driven to empower students from historically-underserved communities
- Work collaboratively with colleagues as part of a team
- Be dedicated to doing whatever it takes to support all students achieving academic success
- Learn how to value all kinds of skills that students bring to the classroom
- Demonstrate alignment with the educational philosophy and core beliefs of Academia Cesar Chavez

## Schedule

This is a 10-month position, from August to June. The typical work day is 7:15am to 3:15pm, Monday through Friday, with occasional extended times to accommodate for staff meetings, learning team meetings, and schoolwide events.

## Compensation

Competitive salary for this position is based on skills and experience of the candidate, with reviews and adjustments occurring annually. A comprehensive benefits package is included.

To apply, please email your resume, cover letter, and references to [hr@cesarchavezschool.com](mailto:hr@cesarchavezschool.com)

**Academia Cesar Chavez**  
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