



Job Title: Spanish Teacher (Kindergarten - 8th Grade)

Start Date: August 19, 2024

Location: 300 Industrial Blvd NE, Minneapolis, MN

Position Summary:

This position is for a .5 FTE Spanish teacher position for grades K-8. Classes at Northeast College Prep range from 15-25 students. This position may be able to be combined with another part time position to make it full time, if interested.

The ideal candidate will:

- Fully embrace our mission, vision, and core convictions.
- Have a demonstrated record of success as a teacher.
- Be seeking to truly be a part of a team working together to close the opportunity (achievement) gap; this means being coachable, being a learner, being flexible, always seeking to improve, and being comfortable giving, receiving and implementing constructive feedback.
- Be interested in our key curricular and instructional programs: Responsive Classroom and Catalyst.

Key Responsibilities include but are not limited to:

- Create a positive and safe classroom environment in which every child can take risks and succeed in learning new skills.
- Establish high academic and behavior standards for all students.
- Support the school-wide mission of closing the opportunity gap by teaching small group literacy or math lessons when not scheduled to teach Spanish.
- Demonstrate cultural competency and high proficiency and expertise in Spanish.
- Teach history, language and culture from a variety of Spanish speaking countries so students understand the breadth and depth of Hispanic and Latinx culture
- Effectively use proven and successful language development teaching strategies to teach all levels of Spanish learners. This includes building background knowledge (i.e. videos, pre-teaching vocabulary, using labels and visuals on a Word Wall, etc.); modeling instructions; and teaching using the target language (Spanish) as much as possible.
- Show success and expertise teaching developmentally appropriate lessons to Kindergarten – 8th-grade students.
- Create and maintain a welcoming, orderly and safe classroom for all students.
- Create effective unit plans, lesson plans and instructional materials.
- Differentiate instruction to meet the needs of all students.
- Teach all approved curricula with fidelity.
- Implement and support the school-wide approach to classroom management and discipline (i.e. intrinsic motivation and Responsive Classroom loss of privilege).
- Prepare and maintain appropriate records and quarterly report cards.
- Help to promote and maintain a professional school environment.
- Exhibit positive rapport and build strong relationships with students.
- Establish and maintain strong communication lines with all parents/guardians.

Required Qualifications:

- Be a licensed Spanish Teacher (or eligible to be licensed) to teach by the State of

Minnesota by August 2024

- Ability to work with diverse student and staff populations
- Excellent fluency in both written and spoken Spanish and English

Preferred Qualifications:

- Experience teaching Spanish to urban students in grades K – 8th
- Experience teaching Spanish to students learning English

Compensation: A competitive salary and full benefits will be offered. Starting salary for 2023-2024 was \$42,664 for candidates with a bachelor's degree and \$47,998 for candidates with a master's degree. A full salary schedule is available upon request.

About Our School:

Northeast College Prep (NECP) is a diverse, Kindergarten – 8th-grade public charter school with approximately 300 students. Our mission is to ensure strong academic, social-emotional, and talent development in every member of our diverse student body, thereby positioning each student for college graduation, career success, and positive community impact.

Founded as a diverse school committed to both strong academics and social-emotional learning, our curious students learn about themselves and the world around them. All students take Art, Spanish, Arabic, and Physical Education. Social-emotional learning lessons are explicitly taught and woven throughout the day and we partner with community organizations to develop each students' unique talents.

Specialist Teaching at Northeast College Prep:

Specialist teachers at Northeast College Prep are part of a team working to teach various content to students while working with the entire school community to close the opportunity gap. The Spanish teacher will teach students in Kindergarten through 8th grade daily. Our specialist teachers also help with school-wide needs including substitute teaching and lunch duty.

Our school emphasizes teamwork and social-emotional learning throughout all classes, including Spanish. During class, there are many teachable moments and opportunities for students to learn about one another and the world. A successful Spanish teacher is adept at responding to students' questions and creating a welcoming environment for all students.

About Northeast College Prep:

NECP exists to ensure that all children have access to an education that will help them to maximize their options in life, thereby contributing to a more just society. Our students and their families speak 14 different primary languages. About 50% qualify for English Language Learning services and about 90% qualify for free or reduced lunch.

Northeast College Prep is a positive school environment for students, staff and families. We intentionally create a positive adult and student culture. We believe in restorative practices and teaching intrinsic motivation (i.e. we don't use extrinsic motivation like candy or public behavior charts) so that students do the right thing even if no one is watching – also known as using the Responsive Classroom approach.

Application Process: To apply, please fill out our online application located at www.bit.ly/NECPApplication. If applicable, college transcripts may be requested later in the hiring process. Applications will be reviewed on an ongoing basis until the position is filled.

Northeast College Prep is an equal opportunity employer and an organization that values diversity, equity, and inclusion. People from all diverse backgrounds are strongly encouraged to apply. If you have questions or concerns, reach out to hiring@northeastcollegeprep.org.