



Crossroads Charter Schools

Job Description: Spanish Teacher (middle/high school)

Direct Supervisor: Principal, or designee

School Summary:

At Crossroads Charter Schools, we...

- Understand the significant difference between equity and equality. Every student deserves to receive what he/she needs to succeed (equity), not that every student receives the same amount of resources, instruction, attention, etc. (equality).
- Develop school environments where all students are actively and meaningfully engaged in rigorous instruction and authentic learning tasks.
- Interrupt the “school to prison pipeline” – policies and practices that are directly and indirectly pushing the most at risk students out of school and on a pathway to the juvenile and criminal justice systems.
- Engage families as partners in meaningful ways.
- Build the capacity of diverse teams that are more reflective of our students.
- Nurture an open, collaborative, and trusting environment because the work is enormous, deeply personal, emotional and often difficult.
- Engage in on-going job embedded professional development through co-teaching and co-planning

Position Summary:

The Spanish teacher will have the primary responsibility for planning, programming, and teaching Spanish in alignment with the high school curricular objectives. Additionally, the teacher will be responsible for evaluating and reporting for all students in his or her classes. He or she will be responsible for establishing a positive, encouraging, appropriate relationship with students in which they are both held to high standards and supported in their attempts to meet them. A love of students and complete dedication to their success, combined with a passion for the Spanish language and culture, effective professional skills, a positive, team-centered personality, and a dedication to life-long learning are all necessary for teaching success at Crossroads Charter Schools. He or she will work with other teachers and staff as a contributing team member to present a cooperative and positive adult work environment. The teacher collaborates with other staff to co-plan, co-deliver, and individualize instruction for all students in a class; work together creatively to accommodate student needs, diversity and educational backgrounds of the students in the class; and overcome instructional challenges constructively. The teacher is a hardworking, goal-oriented and enthusiastic professional with excellent subject knowledge and a sound understanding of the Missouri Learning Standards and Common Core State Standards.

Position Responsibilities:

- Implement instructional activities that contribute to a climate where students are actively engaged in meaningful learning experiences.
- Provide a positive environment in which students are encouraged to be actively engaged in the learning process.

- Establish weekly objectives and Units of Study that cover the Missouri Learning Standards and Common Core Standards.
- Facilitate activities and projects that incorporate communication, collaboration, creativity, and critical thinking.
- Use discipline models of BIST and Love & Logic to maintain a positive, encouraging learning environment.
- Identify, select, and modify instructional resources to meet the needs of the students with varying backgrounds, learning styles, and special needs.
- Communicate effectively, both orally and in writing, with students, parents, and other professionals on a regular basis.
- Assist in assessing changing curricular needs and offers plans for improvement.
- Collaborate with peers to enhance the instructional environment.
- Model professional and ethical standards when dealing with students, parents, peers, and community.
- Assume responsibility for meeting his/her course and school-wide student performance goals.
- Demonstrate gains in student performance.
- Participate in training and professional development
- Meet professional obligations through efficient work habits such as: meeting deadlines, honoring schedules, coordinating, etc.
- Act in a professional and ethical manner at all times and comply with school policies, procedures, and expectations.
- Perform other duties and responsibilities as assigned by their supervisor.
- All work responsibilities are subject to having performance goals and/or targets established as part of the annual performance planning process or as the result of organizational planning.

Skills and Qualifications:

- Bachelor's or Master's Degree in Education and a valid Missouri teaching certificate in the area of Spanish
- Minimum 3 years of experience as a Spanish teacher preferred
- Demonstrated success in urban education
- Knowledge of encouraging students to be global citizens and active members of our local communities, linguistically and culturally, which necessitates students being bilingual and culturally-literate in Spanish. Aim to facilitate the development of strong comprehension and speaking skills, develop ease and confidence with reading and writing skills, encourage students' integration of language learning across their daily academic experience, and introduce students to the joys and beauty of language learning.
- Desire to continue professional development
- Excellent organization skills and an ability to coordinate multiple tasks and activities
- Outstanding verbal and written communication skills and an ability to keep multiple stakeholder groups, including parents, teachers, staff, volunteers and partners, informed of critical issues, activities and schedules.
- An ability and enthusiasm for promoting the school and its mission to a broad and diverse group of people.
- Excellent work ethic, positive attitude, flexibility and willingness to perform tasks assigned
- Demonstrates ethical behavior and confidentiality of information about students and teachers in school environment and community.
- Must pass extensive background check and drug screening.

Key Working Relationships in Addition to Supervisor:

Teachers, Students, Parents, Volunteers, Office Staff, Support Staff, Assistant Principal, Chief Academic Officer, Executive Director