

Position: Lead Teacher, Spanish

Reports to: Director, Elementary School

Location: San Francisco, CA (in-person role)

Website: www.newschoolsf.org

PROGRAM

New School San Francisco is a start-up, public school currently serving 450 kindergarten through 8th grade students from all corners of the city and from all backgrounds. We believe in a “hands on minds on” approach to learning that harnesses each student’s curiosity and encourages learners to construct their own meaning and knowledge through inquiry-based learning. We practice equity in all that we do – ensuring every child is able to access and receive an individualized education that builds off their unique strengths, skills and passions. Social justice is a through line in all we do, helping learners develop an understanding of how to make our community better. Taken all together, this approach fosters a deep love of learning in students and prepares them with the problem-solving and critical-thinking skills necessary to meet the challenges and opportunities of the 21st century.

ANTI-RACIST SCHOOL

We are committed to breaking down systemic structures which contribute to deep inequities in education. Our goal is to prioritize our Black and brown students, English Language Learners (ELLs), and students with Individualized Education Plans (IEPs) by dismantling white supremacy. We continuously question our culture, climate, and curriculum to ensure all members of our community are committed to being racially literate and ultimately anti-racist change makers. We teach kids of all ages to think critically about how race has been constructed in the United States, to become aware of their own racial socialization, and we give them the skills and vocabulary to engage in productive conversations around race and racism.

PEOPLE

It is important that our staff reflect the diversity of our students and their families. We strongly encourage leaders and teachers of color, LGBTQ and male candidates to apply. All candidates must be excited to roll up their sleeves, operate with a level of flexibility as we build our program, bring creativity to their work, commit to the ongoing work of being anti-racist, and be ready to collaborate across and within teams.

DEVELOPMENT + SUPPORT

We invest in our staff in meaningful ways. We believe that the adults must be taken care of and supported to do right by our students. To that end, every staff member has a coach, a team, an individualized learning plan, and opportunities to grow. We value hard work and we also value self-care. The two are not mutually exclusive.

POSITION OVERVIEW:

We are looking for exceptional teachers who love working with youth and helping their brilliance shine bright. We are looking for teacher leaders who effectively develop students’ academic, behavioral, and socio-emotional skills; who build inclusive classroom communities; who differentiate to ensure students with significant needs have the necessary accommodations and support in places; who care deeply about making their students’ learning experiences meaningful, engaging, and relevant both now and for the future. We are looking for teachers who believe in the potential and capacity of every student; who value radical collaboration, feedback, and coaching; who teach to learn; who see families as partners towards our vision and goals; and finally, who believe in our values of community, anti-racism, action, and justice and see the power of their role in changing the world around us.

We seek an inspiring, enriching Spanish Teacher who can motivate elementary students to speak the language and learn about various cultures of different Spanish-speaking countries and people. Through books, music, play, and everyday conversations, the elementary Spanish teacher is responsible for providing students with real world opportunities to read, write, speak, listen and engage with the language and celebrate diversity with the goal of becoming global citizens. The Spanish Teacher will also teach English language development to a small group of multilingual learners.

QUALIFICATIONS:

- California Teaching credential (preferred)
- Demonstrates fluency speaking, reading and writing in Spanish
- Willingness to help students develop language skills
- Ability to incorporate dance, play, and movement best practices of language acquisition
- Three years of teaching experience with strong academic outcomes for Black & brown students, English Learner students, students with IEPs (preferred)
- Deep commitment to equitable teaching and learning approaches, including — but not limited to — culturally responsive teaching, inclusion, anti-racist education, restorative practices, Universal Design for Learning, social emotional learning and data-informed instruction
- Experience working with children, families and staff from diverse backgrounds and with diverse learning needs, including – but not limited to – English Language learners, academically high-achieving students, students with IEPs, academically low-performing students, and students who have experienced trauma
- Familiarity with Special Education accommodations and modifications, IEP implementation, and inclusive practices
- Commitment to anti-racist teaching practices

COMPETENCIES:

- Love for learning, self-awareness, and desire to grow
- Sense of agency and belief that teacher actions directly impact student actions
- Creative problem solving and flexibility in thinking
- Alignment with our values of being kind, courageous, responsible & curious
- Strong communication, collaboration, and interpersonal skills
- Unwavering belief that all students should and can receive an education that is equal to their extraordinary potential regardless of their background

RESPONSIBILITIES:

Develop differentiated, inquiry-based curriculum

- Develop yearly scope and sequence for grade levels
- Build weekly and daily lesson plans that reflect the learning arcs, align to standards, excite students, and meet program goals
- Document learnings as curriculum is built and assesses what works and doesn't work

Engage all learners

- Hold and meet high expectations for each student's learning and social emotional development goals – modeling equity practices
- Collaborate with classroom teachers and Diverse Learners Team to build an inclusive environment

- Assess student progress through a variety of holistic & standardized approaches
- Use data to drive instructional strategies and meet student need
- Teach English Language Development using a provided curriculum

Build an inclusive and anti-racist school culture, climate, and curriculum

- Model a learning environment that celebrates diversity, practices equity, and promotes joy
- Communicate with families about Spanish program
- Build a learning environment in which every member of the community is valued and welcomed
- Strive to live out our school values in all that you do and have fun in the process!

School-wide expectations

- Commit to constant professional and personal growth through working closely as part of a team of teachers
- Document, reflect, and share your pedagogy and insights with colleagues, visiting educators and the community broadly

COMPENSATION:

- Compensation is a competitive salary based on years of teaching experience, education degrees, National Board Certification and any special credentials. Starting salary for a credentialed educator with at least two years of teaching experience is \$75,000 and ranges based on years of experience up to \$120,000
- Additional \$5,000 to base salary for SPED credentials and/or National Board Certification
- Competitive benefits package including health coverage and retirement.

TO APPLY:

- Contact [hiring@newschoolsf.org](mailto: hiring@newschoolsf.org) with your resume and a cover letter outlining your educational philosophy and student outcomes that you are most proud of - don't be afraid to toot your own horn!

FYI only:

Competency	Indicators
Mission Alignment + Valued Behaviors	<ul style="list-style-type: none"> ● Deeply aligns with the mission of NSSF that represents a holistic, 21st century education that instills a love of learning now, and prepares students and families for success in the future. ● Sense of agency, large locus of control; belief that student success is a result of teacher action/mindsets ● Belief that teaching is groupworthy and requires active/ongoing collaboration with students, families, staff, administration ● Exhibits values that we foster in our students: <ul style="list-style-type: none"> ○ Curiosity ○ Kindness ○ Responsibility ○ Courage
Learning Orientation	<ul style="list-style-type: none"> ● Strong learning orientation and desire to grow / improve my practice ● Acts on feedback from students, families, staff, and supervisor; leads with humility; gives constructive feedback ● Problem solver; brings solutions as challenges arise. Is part of the solution.

DEI+B	<ul style="list-style-type: none"> ● Unwavering belief that all students should and can receive an education that is equal to their extraordinary potential regardless of their background ● Commitment to anti-racist teaching practices ● Belief that anti-racism at NSSF means that all students of color are meeting all goals
Instruction and Pedagogy	<ul style="list-style-type: none"> ● 2+ years teaching exact content with strong academic outcomes for Black & brown students, English Learner students, students with IEPs ● Proficient with using data to drive instruction ● Experience with inquiry-based practices ideal, if no direct experience, all teachers must be committed to the work it will take to learn new practices ● Deep belief in inclusion
Collaboration and Relationship Building with Adults	<ul style="list-style-type: none"> ● Experience in and desire to collaborate; negotiating ideas what will have children's outcomes and best interest always at heart ● Positive experience mentoring/coaching a colleague ● Strong ability to negotiate, compromise, and/or try something different ● Strong belief and evidence in their practice that being an inclusive school is the responsibility of all teachers
Relationship Building with Students and Families	<ul style="list-style-type: none"> ● Deep love for developmental stage of students they teach (early elementary, upper elem, middle school etc) ● View families as critical partners as a students education
Student Achievement Orientation	<ul style="list-style-type: none"> ● Strong academic outcomes for students in our problem of practice (Black, brown, free/reduced lunch, multilingual learners, students with IEPs)
Add additional content knowledge and skill needed for Spanish here	