

## Central High School Welcomes You!

Central is the oldest high school in the state of Minnesota, beginning its 150th year. Its rich traditions, including academic excellence, are widely celebrated. Families prize the high value we place on academics; the varied extra-curricular opportunities; our culture of constant innovation; and our focus on relationships as the center for learning. Central is an International Baccalaureate school and has offered the Diploma Programme since 1987, engaging students in topics that affect our community and the world. Our students also benefit from a variety of academic programs including Quest, Advanced Placement, College in the Schools, Post-Secondary Enrollment Options (PSEO), and French Immersion (among six languages offered).

### **Minimum Qualifications**

- Valid teaching license for K-12 or 7-12 German language
- Bilingual in English and German: Native speaker of German or Superior (or higher) ACTFL Proficiency Level in German;
- Must be able to conduct class completely in fluent German and fully assess student work in German
- Three years of teaching experience at the secondary level, with the ability to teach German language arts to students with a high level of German proficiency (coming from a strong K-8 German Immersion program)
- Strong interest and ability to develop curriculum for new classes and build a growing program
- Familiarity with authentic literature appropriate for high school
- Ability to communicate and work with students of diverse cultural and economic backgrounds.
- Ability and desire to work effectively in a team environment, and collaborate as a member of a team. Willingness to participate in professional development provided by the district.
- Ability to use technology to facilitate job responsibilities.
- Willingness to contribute to the District's inclusive workplace efforts by fostering a safe, welcoming and respectful environment – in the classroom

### **Preferred Qualifications:**

- Experience in developing and writing curriculum – this assignment includes creating a Scope and Sequence and units for German Immersion Language Arts for grades 9 – 12
- Knowledge of and/or experience teaching other German-related cultural activities that could be a part of an enrichment program: cooking, dance, current events, geography, history, games, etc.
- Dual Language Immersion Certification or coursework in language acquisition.
- Teaching experience in an immersion setting.

- Knowledge of/and training in International Baccalaureate (IB) Middle Years and Diploma programming and curriculum

### **Knowledge, Skills and Abilities**

- Knowledge of teaching and learning strategies to meet a wide range of student learning styles and abilities.
- Knowledge of multicultural, gender and disability fair curriculum concepts.
- Knowledge of research and trends in teaching and learning styles.
- Knowledge of instructional technologies.
- Excellent organizational skills.
- Effective collaboration skills with diverse staff members.
- Effective interpersonal and human relations skills.
- Ability to communicate effectively in German and English, both orally and in writing.
- Ability to work in a cooperative learning environment.

### **Responsibilities**

- The essential functions include, but are not limited to, the following fundamental duties:
- Provide leadership in the development of Central High School's immersion programming.
- Work other immersion teachers, the District's Office of Multilingual Learning (MLL), and other district dual immersion staff to coordinate the German literacy curriculum
- May collaborate with other non-immersion teachers and staff in English to develop lesson plans to meet the requirements of MYP-IB planning and Professional Learning Committee activities.
- May involve pre-planning work with K-8<sup>th</sup> grade teachers and administrators to align the instruction in the German immersion program.
- Model effective immersion teaching strategies.
- May serve on the leadership team to help the school implement and monitor best practices for the school.
- May need to understand and work to implement the School Continuous Improvement Plan within the German Immersion program.
- Participate in professional development and potentially present best practices and related educational topics within the German Immersion program.
- Be invested in your own professional growth in racial equity and perform racial equity work-- examine your own practices through the lens of race and be engaged with team members about your own learning.
- Perform other related duties as assigned.

### **Pay, Salary, and Benefits**

This is a 10 month position working 40 hours per week.

Salary and benefits are in accordance with the Teachers negotiated labor agreement. The labor agreement and salary schedule can be found at <https://www.spps.org/Page/33566>. The minimum rate of pay for this position is \$47,271 annually.

Benefits are available to new employees after 30 days of active employment. Benefits include medical insurance, life insurance, sick leave, pension plan, tax-free retirement account, and flexible spending account. Some employee groups also receive vacation, dental insurance and disability insurance. A benefits summary is available at <https://www.spps.org/Domain/13220>.

### **How To Apply**

To be considered further, please apply for this position and attach a resume and cover letter to your online application.

The Human Resource Department will review your application materials and contact you regarding the next steps.

To attach additional documents to your online application, click on the "Additional Attachments" link from the applicant homepage and upload your documents as attachments. Valid file extensions for attaching a document include .doc, .txt, .rtf, and .pdf.

### **Additional Information**

Transcript - Unofficial transcripts are accepted at the time of hire. You must submit official transcripts within 30 days of your start date. Formal credential evaluation is required for post-secondary education completed outside of the United States.

Veteran's Preference - If you are an eligible veteran applying for a job where veteran's preference applies and wish to claim Veterans Preference you must submit a legible copy of your DD214 to the Human Resource Department with your employment application. If your claim is approved, five or ten additional points will be added to your final passing score.

Criminal Background Investigation and Reference Checks - Reference checks and a criminal background investigation will be completed as a condition of hire for all new employees and for former employees who have not been employed by the District for more than six months.

### **Equity Statement**

SPPS is committed to eliminating racial disparities and predictability in achievement and to a workforce which embodies this commitment.

### **Equal Employment Opportunity**

Saint Paul Public Schools is an equal opportunity employer and supports an inclusive workplace environment.

***Essential functions are functions that the individual holding the position must be able to perform unaided or with the assistance of a reasonable accommodation through the Americans with Disability Act (ADA) and the Americans with Disability Amendments Act (ADAAA). The essential functions are typical duties as outline under Responsibilities.***