

New Heights

JOB TITLE:

Teacher: English-ESL-Bilingual Support

REPORTS TO:

Chief Academic Officer/Campus Director

TO APPLY DIRECTLY WITH NEW HEIGHTS, PLEASE VISIT:

<https://fs20.formsite.com/yNVh1M/u7nq5ocd65/index>

SALARY: From \$57,000.00/year; 10-month position

COMPANY:

Established in 2023, New Heights is an authorized public high school for people 18-50 that has been created to drive multigenerational transformation through lifelong learning and economic independence. Founded by the original experts in adult education in Texas, New Heights provides a new experience for Texans who want to re-engage in their educational journey now that a high school diploma (not a GED), career education, and access to college are more accessible.

The mission of New Heights is to rapidly increase opportunities for marginalized communities by connecting individuals with relevant and impactful high school education, career and technical training, college pathways, and jobs in an environment designed specifically to meet the responsibilities, challenges, and whole person needs of adult learners ages 18-50. New Heights is a collaborative and welcoming learning environment that respects a student's experiences, life circumstances, and goals, providing them an opportunity to develop their own pathway, co-create with peers and teachers, and become more prepared for a career or college.

POSITION SUMMARY:

The primary role of the English-ESL-Bilingual Support Teacher is to implement, develop, and execute New Heights English-ESL-Bilingual Support instruction, with an emphasis on reading and writing skills. The English-ESL-Bilingual Support Teacher will employ a student-centered approach, tailoring the instructional strategies to the individual students' needs and approaching instruction with creativity and innovation. Strategies may include but are not limited to direct instruction, one-on-one instruction, seminars, small group learning, project-based learning, self-paced lessons, blended learning and courses, and online learning tools. This position is responsible for planning, organizing, and presenting instructional lessons contributing to educational, social, and physical development of students to enhance their self-worth and equip them with the basic knowledge, skills, and abilities needed to function in society. Teachers will incorporate relevancy, students experiences, and career pathways into their lessons. They will be collaborators with their students, and will develop a competency based feedback and evaluative process. Considerable judgment, tact, patience, sensitivity, and flexibility are required to interact with students from varied socioeconomic backgrounds and learning styles. This position requires creativity and adaptive thinking to match teaching objectives, learning strategies, and instructional plans with students' abilities. The English-ESL-Bilingual Support Teacher will work with the Curriculum and Instruction Coach and the Chief Academic Officer in meeting the New Heights educational objectives and adhering to the Texas Essential Knowledge and Skills (TEKS) standards. This position will collaborate with the Chief Academic Officer to ensure alignment with campus needs and remains aligned with the New Heights Board, Superintendent, and District priorities.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Provide instruction to students in the area of English-ESL-Bilingual Support and possibly some electives to ensure mastery of Texas Essential Knowledge and Skills (TEKS).
- Deliver daily English-ESL-Bilingual Support lessons that are engaging, relevant, and rigorous.

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- Plan, prepare and deliver effective academic instruction that is explicit, engaging, differentiated, and aligned for diverse student needs, including appropriate student accommodations, and blended learning experiences.
- Plan, prepare and deliver clear, organized lessons, activities, interventions, and extensions, that are aligned to objectives and success criteria, as well as state standards. Demonstrate high academic expectations for all students.
- Create a classroom climate and culture where students feel safe, free to take risks, accepted and included. Offer diverse learning opportunities that encourage student contributions and collaboration, and a growth mindset.
- Understand and apply effective strategies for intervention and differentiation in the classroom, including serving English language learners and students with individualized education plans (IEPs).
- Embed opportunities for student critical-thinking, communication, collaboration, and creativity, as well as use of technology and digital media, into all lesson and unit plans.
- Collaborate with the Curriculum and Instruction Coach to develop, review, and revise a curriculum that includes lesson plans, projects, and assessments aligned with the TEKS standards.
- Provide education and coaching for students around goal-setting and development of non-cognitive skills such as perseverance, courage, and more.
- Celebrate student success at least weekly.
- Incorporate durable skills and career pathways into lessons.
- Maintain open and consistent communication with students about their academic progress, health success and needs, parenting success and needs, individual graduation plans, and college planning.
- Assess individual student progress and learning needs to build and shape instruction around student needs.
- Utilize attendance, grades, and assessment data to refine lessons and inform instructional practices to successfully achieve student learning goals and mastery.
- Implement a clear and consistent classroom management system while developing students' character and sense of community at New Heights.
- Approach all prospective students with respect of the varying levels of educational attainment and the previous education experiences they have experienced.
- Offer and provide one-on-one or small group tutorials for students to ensure mastery of material.
- Provide curriculum inclusive of grade/ability-level activities and school-wide functions aimed at improving student retention and school culture.
- Attend and participate in all staff, team, and professional development meetings and activities.

OTHER DUTIES AND RESPONSIBILITIES:

- Foster a spirit of collegiality with all teams throughout New Heights.
- Assist with outreach efforts and community integration events throughout the school year.
- Practice the effective and quick resolution of conflicts among team members;
- Promote positive and effective communication and collaboration.
- Comply with policies established by federal and state law, including, but not limited to, State Board of Education and New Heights Board policy.
- Perform other duties as assigned to support the success of New Heights.

SUPERVISORY RESPONSIBILITY:

This position does not hold any supervisory responsibilities.

REQUIRED QUALIFICATIONS & EXPERIENCE:

- Bachelor's Degree from an accredited college or university and/or secondary teaching license in English or other related field of study.
- Current Texas Teaching Certification in subject specialty, preferably to include High school and/or Supplemental ESL

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- Proven record of results illustrating the teacher's ability to increase student achievement utilizing subject-specific instructional strategies.
- Experience working with students receiving Special Education/504 services, English Language Learners and immigrant students.
- Broad knowledge of the principles and practices of current educational trends in English curriculum and instruction.
- Working knowledge of computer programs and accessing the Ascender Student Information System, Google Applications, Excel, Microsoft Word, and various internet browsers.
- Be self-motivated and adaptable to shifting priorities while maintaining a positive learning environment for students.
- Strong sense of professionalism, administrative ability, systemic understanding of developing adult relationships, building trust while utilizing socioemotional approaches, and effective communication/interpersonal skills with adults seeking a return to the educational environment.
- Superior leadership, supervisory, organizational, verbal and written communication skills, and the ability to remain calm when handling multiple tasks effectively.
- Experience working with adults age 18-50 in urban, non-traditional, and/or adult education setting; Possess understanding of marginalization and how it impacts an individual and the community; Display respect for diversity of thought and have experience implementing thoughtful collaboration within a team and the New Heights community.

PREFERRED QUALIFICATIONS & EXPERIENCE:

- Master's Degree in Education, Adult Education or other related area of study.
- 1+ years of experience providing instruction to adults.
- Embrace using data to inform instructional planning and practice.
- Experience working with students in urban, non-traditional, and/or adult education setting.

BENEFITS:

- Teacher Retirement System
- Annual paid time off
- Health Benefits
- FSA
- Life Insurance

COMPENSATION & SCHEDULE:

- Based on experience and qualifications.
- This is a 10-month position. State and Federal Holidays; School Breaks; PTO.

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NOTICE:

All qualified applicants will receive consideration for employment without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, disability, veteran status, age, marital status, pregnancy, genetic information, or other legally protected status.

New Heights is a public school and post-offer background check and fingerprinting is required to ensure the applicant meets all eligibility requirements for the position.

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By signing below, I acknowledge that I have received a copy of this job description. I further acknowledge that I am able to perform the essential duties and responsibilities of the position with or without reasonable accommodations.

Note: Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.

Name

Date