



## JOB DESCRIPTION

### English Language Development Teacher – Newcomer Cohort

**Alternatives in Action is a non-profit organization that works with youth who have leadership potential and prepares them for college, career AND community.** AIA provides a holistic approach to education and youth development that includes college and career readiness activities, parent involvement programs as well as community impact projects, enrichment groups, and educational supports at each of our sites. Our staff and student population is diverse and committed to quality collaborative work and community-building.

In 2001, Alternatives in Action opened the first youth-designed charter high school in the country, Alternatives in Action High School (AIAHS), formerly the Bay Area School of Enterprise. Our high school focuses on supporting youth who have been unsuccessful in traditional learning environments and are looking for a small, relationship-based alternative. Serving 180 youth, AIAHS supports youth to be college, career and community ready through project-based learning and youth-adult partnerships. We believe that all youth are wise, resourceful, and capable of making positive changes in their own lives and in the community. Our teaching staff are called “coaches” to reinforce the roles adults play in facilitating youth’s learning and development. We ask that teachers hold a frame of restorative justice in our classrooms and beyond.

#### **POSITION OVERVIEW:**

At AIAHS, teachers are considered coaches because they are more than instructors or facilitators. Based on the youth-coach model relationship, we believe neither teacher nor student is passive. The ELD Coach could be a part or full-time position based on the school’s needs and candidate’s qualifications. The candidate will teach two ELD classes which will use a Structured English Immersion method.

#### **THE IDEAL CANDIDATE WOULD:**

- Be committed to co-creating a healthy school environment using an asset-based approach and trauma-informed care
- Be an innovative educator who isn’t afraid to roll up their sleeves in a non-traditional setting and facilitate both academic and real-world skill-building
- Be comfortable with managing a class with diverse learning needs, from high academic performers to youth with academic gaps and/or special needs
- Be a passionate advocate for urban youth using a social justice framework
- Be a collaborative leader who understands and enjoys the challenges and opportunities with small schools

#### **Duties and Responsibilities:**

- Teach a Humanities newcomer cohort
- Develops supportive, positive relationships with students.
- Ensures that curriculum is academically rigorous and fulfills specified course requirements.
- Implements ELD standards based, common core aligned challenging and coherent curriculum
- Integrates project-based learning strategies.
- Encourages critical thinking and student self-assessment.
- Consistent practice of differentiation and scaffolding strategies and techniques.
- Supports overall program quality and school improvement as part of the AIAHS team.
- Take a leadership role in the school – be a proactive problem-solver to support overall program quality.
- Work with students to develop individual learning plans that will guide their education towards meeting the graduation requirements, and to ensure that they are making progress towards these goals.
- Participates in staff meetings, parent meetings, and community events as part of the staff team.

#### **Preferred Qualifications:**

- Bilingual Spanish preferred



## Alternatives in Action High School

PREPARING YOUTH FOR COLLEGE, CAREER AND COMMUNITY

- 2+ years of experience teaching English Language Learner students and students with skill and credit recovery needs.
- Experience in alternative, youth development, and/or experiential learning settings.
- Experience with educational assessment tools and methodologies
- Experience and/or strong interest in community development.
- Ability to work in a youth friendly, collaborative, student centered environment.
- Ability to use authority, set boundaries, and hold high standards with youth.
- Experience working with diverse groups, learners, and communities.

### **Required Licenses and Certificates:**

- Bachelor's degree; related advanced degrees preferred, but not required.
- Valid California Teaching Credential and relevant ELD certifications; opportunities available to obtain intern teaching credential if needed.
- Clearance through Criminal History Background Check and Health Screening.

**Classification:** Part-time contract position beginning July 26, 2020 through June 4, 2021 for the academic school year.

**Compensation:** Competitive, depending on qualifications

**Schedule:** 0.5 FTE with possibility of full time

**Position Title:** ELD Teacher (Coach)

### **Benefits:**

**Part Time (20+ hours/week)**

403(B) Retirement Plan option

Generous Holiday Calendar: Including – 1 week Thanksgiving Break, 2 week Winter Break, 1 week Spring Break; Accrued Sick Days

For more information about Alternatives in Action, please visit our website [www.alternativesinaction.org](http://www.alternativesinaction.org)

**To apply please submit the following documentation with the position title in the subject line by email to: [hr@alternativesinaction.org](mailto:hr@alternativesinaction.org) attention Human Resources:**

- 1. Resume**
- 2. Cover letter**
- 3. Copy of teaching credential(s)**
- 4. Copy of CSET/CBEST scores**

Thank you for applying. Due to the volume of candidates, we will be unable to contact each candidate individually. If you are being considered for the position, you will be contacted. We are unable to accept phone calls or walk-ins. Alternatives in Action is an equal opportunity employer.

*NON-DISCRIMINATION POLICY: ALTERNATIVES IN ACTION DOES NOT DISCRIMINATE IN ANY PROGRAM, ACTIVITY OR IN EMPLOYMENT ON THE BASIS OF AGE, CREED, SEX, RACE, ETHNIC BACKGROUND, MARITAL OR VETERAN STATUS, NATIONAL ORIGIN, DISABILITY, SEXUAL ORIENTATION OR RELIGION.*