

## **Announcing the Search for MIDDLE & HIGH SCHOOL SPANISH TEACHER**

Berkshire Arts & Technology (BART) Charter Public School is a nationally recognized, award-winning, college-preparatory, public middle and high school located in Adams, Massachusetts. As the only charter public school in Berkshire County, it is consistently ranked among the top schools in Massachusetts for student academic achievement and growth.

Committed to preparing its students for college and a lifetime of learning, BART is a community of nearly 400 curious and creative students, devoted and innovative teachers and staff members, and families dedicated to the success of their children. The student body is diverse, each member with an important personal story. The School is built around a central makerspace, and its academic program comprises an intense academic core curriculum enriched by elective courses in the arts and technology. Students have numerous opportunities to pursue independent creative and scholarly projects. Before they graduate, BART students must pass college courses, take and pass collegiate-skills courses each year, complete an internship within the region, and participate in a rigorous program of mock interviews, portfolio presentations, and annual science fairs.

At BART, we believe diversity strengthens our community. We believe that recruiting, supporting, and retaining a diverse faculty and staff is essential to providing an excellent and representative education for our students. We support equity through representative hiring practices and welcome applications from members of communities that have historically not been represented in teaching and leadership positions in Berkshire County schools.

### **POSITION SUMMARY**

For the position of middle and high school Spanish teacher, we seek an individual with a strong background in Spanish instruction. The person selected will be passionate about educating *all* students and will be an enthusiastic contributor to a dynamic, diverse, and inclusive school environment that has a strong record of academic success. This full-time teaching position is for the 2023-2024 school year. The position offers the individual selected and other language faculty flexibility in their course assignments.

BART teachers are skillful educators, and:

- Welcome the challenge of being a teacher in an organization committed to excellence, equity, and social justice;
- Believe that data-driven instruction is a powerful way to educate students;
- Recognize that objective assessments of student performance are important tools that must be used in concert with deep, analytical thinking assignments to assess student understanding;
- Excel in facilitating mixed-ability learning environments;
- Demonstrate depth of content knowledge and pedagogical skills in their field;
- Model themselves as continuous learners to students, parents, peers, and supervisors;
- Collaborate effectively with others on curriculum, instruction, and assessment; and

- Believe in creating a consistent environment throughout the School for discipline, classroom management, and classroom routines.

## **EXPECTATIONS AND RESPONSIBILITIES**

### Daily and Weekly Expectations:

- Instruction: Teach 2-4 classes daily in a rotating schedule (depending on subject area; class lengths may vary).
- Planning & Development (approximately 1/2 hour planning for every hour teaching): plan lessons and instruction; assess student work; collaborate with team teachers on curriculum and assessment; participate in reflective practice and professional development.
- Supported Study/Silent Reading: depending on teaching load, be available to help students with organization and homework in a supported study or facilitate a silent reading period.
- Discipline/Classroom Management: follow the School's prescribed discipline, classroom management, and classroom routines to ensure a consistent environment across the School for all students.
- Online Gradebook: Maintain an up-to-date, online gradebook with information on class syllabus, homework, unit plans, etc. to facilitate communication with students and their families.
- Daily Team Meetings: Participate in regularly scheduled grade-level and discipline-based team meetings to identify students who may be struggling, improve school culture, work as a cross-disciplinary team to integrate curriculum, and build/improve curriculum across grade levels.
- Student Meetings: Attend IEP, 504, and other family meetings as needed.
- Additional Coverage and Other Duties (as needed): monitor breakfast, lunch, hallways, and the student support classroom; provide substitute coverage for other teachers.

### Annual Expectations:

- Teacher Residency (August): participate in training and professional development; refine curriculum scope and sequence; participate in preparing to address School-wide annual goals.
- Instruction (late August-June): school year runs from the end of August until the middle/end of June, following the local districts' holiday schedules.
- Professional Development Days (monthly): participate in full and half-day professional development activities.
- Observation (30-60 minutes/month): observe and/or participate in other teachers' classes to learn and share new ideas.
- Best Practices Sharing: Support the School in developing best practices and sharing them with the broader education community.
- Proctor MCAS, PSAT, AP, and Other Exams: Follow all instructions to maintain the integrity of accountability exams.

## **QUALIFICATIONS**

*updated 1/17/23 jcw*

- BA or BS required, MA/MS preferred; teachers must be highly qualified by passing the MTEL test for the subject(s) that they teach and, where appropriate, hold the SEI Endorsement—requirements that can be fulfilled during the year.
- Fluency in Spanish required, native fluency preferred.
- Commitment to the success of all children.
- Demonstrated success in collaborative teaching, managing a mixed-ability classroom, and facilitating performance-based learning.
- Preferably have at least two years of classroom teaching experience or equivalent and experience in implementing multi-tiered systems of academic and/or behavioral support.
- A team player with a growth mindset and a sense of humor.

Those who can see themselves in the role of Middle & High School Spanish Teacher at BART Charter Public School should send via email a résumé, cover letter and full contact information for three professional references to [employment@bartcharter.org](mailto:employment@bartcharter.org). The cover letter should be addressed to BART's Executive Director, Dr. James White. Review of completed applications will begin immediately and will continue until the position is filled.

BART Charter Public School is an equal opportunity employer. BART does not discriminate in admission to, access to, treatment in, or employment in its services, programs or activities, on the basis of race, color, religion, national origin, sex, disability, sexual orientation, gender identity, those experiencing homelessness, or age. For more information about BART and its programs, please visit [www.bartcharter.org](http://www.bartcharter.org).