



## **Upper School (US) Spanish Faculty 2024-2025 Job Description**

### **About Cascades Academy**

Cascades Academy was founded in 2003 with a deep commitment to experiential learning, academic excellence, and community engagement. Now in its 21st year, the school has grown to 250 students PreK-12 on its 52-acre award-winning campus. The school is excited to more fully realize its founding pillars while also deepening its commitment to diversity, equity, and inclusion, social-emotional learning, and community partnerships to inspire lifelong learners.

Cascades Academy values employees who are committed to our mission, are prepared to engage fully in a learning community, and are excited to bring their authentic selves to work. Cascades Academy's culture is highly collaborative and puts what is best for students at the center of the work. Regularly named one of the [Best Nonprofits to Work for in Oregon](#), our faculty and staff see each other as teammates and feel motivated to do their best work here.

Cascades Academy strives to cultivate and maintain a supportive, inclusive community for all employees and actively promotes a commitment to diversity, equity, inclusion, and anti-racism. Studies have shown that women and people of color are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in the job description. We are most interested in finding the best candidate for the job and are eager to consider applications from groups traditionally underrepresented in independent school communities.

### **The Upper School**

The Cascades Academy Upper School is led by a collection of dedicated, dynamic educators working to support students seeking a different kind of high school experience. As a member of the Mastery Transcript Consortium, the class of 2027 will be the first to graduate with this unique, personal portfolio instead of a standard transcript with a GPA. A tight-knit community, the US faculty culture is characterized by humility, agility, innovation, and humor as each individual wears multiple hats in a given week. Faculty benefit from the chance to leverage their unique passions and interests in shaping elements of the experiential education program.

### **Position Summary**

Cascades Academy seeks an experienced Upper School Spanish Teacher to instruct Spanish classes full-time to students in grades 9 - 12. Ideal candidates will have prior experience in teaching electives, leading clubs, and experiential learning.

### **Responsibilities**

- Teaching 3-4 sections of US Spanish. Classes could range from Spanish I to Spanish V, depending on the candidate's skills and experience.



- Co-teach an expedition each semester: experiential, off-campus field courses
- Teach experiential semester-long electives
- Co-lead multi-day, overnight (and potentially international) Traveling School twice a year during the fall and spring semesters
- Institutional:
  - Attend all full-faculty trainings, meetings, and professional development activities.
  - Participate in other all-school events including open houses and other admissions events

### **Qualifications**

- Minimum of 3-5 years Spanish teaching experience
- Experience teaching high school students
- Experience with competency-based teaching and learning (preferred)
- Clean driving record and valid driver's license

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

- Fluent Spanish speaker; Native speaker preferred
- A passion for Spanish language and associated cultures
- Passion for teaching in a creative, integrated, and innovative way
- Ability to work collaboratively with colleagues
- Strong relational skills and emotional intelligence
- Strong organizational skills
- Knowledge of, experience with, and values alignment with competency-based learning
- Clear verbal and written communication skills
- Ability to drive a 14-passenger bus
- Commitment to implementing culturally competent curriculum and instruction
- Appreciation and respect for diversity in all of its forms
- Advocacy around inclusion
- Commitment to experiential learning, outdoor education, and social-emotional learning
- Desire to be an active member of a vibrant community of students, families, and staff
- Knowledge of common tech platforms used in education, such as Blackbaud, Google Suite, Microsoft Office, etc.
- Integrity, sound judgment, self-confidence, collaborative spirit, and a sense of humor

### **Physical Requirements**

- Requires mobility to traverse campus to accompany and assure the safety of children. This may include moving between buildings multiple times throughout the workday and bending, squatting, stooping, and kneeling.
- Ability to occasionally lift up to 30 pounds.



- Must be able to consistently and clearly communicate with children, colleagues, and families.

**Position Details**

<b>Title</b>	Upper School Spanish Faculty
<b>Reports to</b>	Upper School Head
<b>Start Date</b>	August 19, 2024
<b>Schedule</b>	Full Time
<b>Compensation</b>	Dependent on experience
<b>Benefits</b>	<p>Cascades Academy offers the following benefits to all employees with a .75 or higher position:</p> <ul style="list-style-type: none"> <li>• Medical and vision insurance for the employee</li> <li>• 403b retirement plan with 4% employer match</li> <li>• Optional pre-tax flexible spending health and child care accounts</li> <li>• 10 paid sick days per year and 2 personal days</li> <li>• All school/federal holidays during the school year and summer break</li> <li>• Professional development opportunities</li> <li>• Free salad bar</li> <li>• Free after-school care for faculty/staff children who are current students</li> <li>• Faculty and staff social opportunities</li> </ul>

**Application Instructions**

To apply, please complete the application on our [website](#), including your resume, cover letter, and at least 2 letters of recommendation. No phone calls, please.

*It is the policy of Cascades Academy to provide equal employment opportunity, regardless of race, color, sex, age, national origin, religion, physical or mental impairment, sexual orientation, veteran’s status or any other status protected by applicable law. Specifically, employment opportunities are and shall be open to all qualified applicants solely on the basis of their experience, aptitudes, abilities and training; advancement is and shall be based on the individual’s achievement, performance, ability, attitude and potential for promotion.*