



JOB DESCRIPTION

Job Title	Dual Immersion Teacher
Department	Teaching and Learning
Reports To	Building Principal
Classification	Certified
Location	Elementary
Salary	On Schedule
Length of Contract	School Year

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees may be required to follow other job-related instructions and to perform other job-related duties as requested, subject to all applicable state and federal laws. Certain job functions described herein may be subject to possible modification in accordance with applicable state and federal laws.

Job Summary

The Dual Immersion Teacher responsible for preparing all students for post-secondary success by implementing the district curriculum using culturally responsive instructional strategies, monitoring student progress, analyzing student data and collaboratively planning for providing student interventions. Dual Immersion Teachers provide instruction to English and Spanish speaking students in both languages.

Essential Job Functions

- Implements board policies.
- Plans and delivers curriculum using culturally responsive instructional strategies.
- Differentiates instruction.
- Use formative and summative assessment to inform instruction and monitor student progress.
- Communicates student progress with students, families, district staff members, and building administration.
- Collaboratively plans with families, building/district staff, and administration for student improvement.
- Engages with building teams including School Improvement Planning (SIP) and other work groups as identified by the building administration.
- Aware of and/or participates on district teams for curriculum development, data analysis, staff development planning, selection of materials, and other committees.
- Plans for professional growth through staff development, course work, and/or other opportunities.

Ancillary Job Functions

- Attends staff collaboration meetings and performs administrative tasks as needed.
- Performs other related duties as assigned.

Required Qualifications – Required qualifications to effectively perform the job at the time of hire. An equivalent combination of education, training, and experience will be considered. Additional requirements and/or substitutions may be requested and require the approval of HR.

- Bachelor’s degree in Education
- Wisconsin Regular Education license for grade level
- Possession of, or eligibility for, Bilingual/Bicultural supplementary license.
- Demonstrated proficiency of Oral Proficiency Interview (OPI) Spanish testing results.
- Certification of a completed, approved Act 20 reading training or commitment to complete a training within one year of hire for educators who teach or provide instructional support for reading/language arts to students in 5K to grade 3

Preferred Qualifications – Highly desired education, training, and/or experience that may be helpful in performing the job, if applicable.

- Wisconsin English Language Learners License
- Experience teaching Bilingual/Dual Language English as a Second Language content.

Knowledge, Skills, and Abilities – May be representative, but not all-inclusive, of those commonly associated with this position.

- Ability to read, speak, and comprehend written and spoken Spanish and English.
- Strong understanding of developmentally appropriate practices for Bilingual students.
- Knowledge and understanding of language acquisition strategies for second language learners.
- Ability to incorporate literacy skills into the daily classroom routine.
- Strong background in behavior management.
- Understanding of early childhood education, child psychology, and learning development.
- Ability to effectively communicate with young children.
- Ability to provide engaging instruction to students with varying needs.
- Demonstrates an understanding and use of differentiation in educational practices to address the achievement gaps.
- Ability to serve as a positive role model for students, demonstrating responsible and thoughtful behavior.

Work Environment – Environmental or atmospheric conditions commonly associated with the performance of the functions of this job.

- Normal classroom environment and moderate noise levels.
- May occasionally be exposed to potentially hazardous bodily fluids.

Physical Requirements – The physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Frequently required to talk and hear.

- Must be able to have repetitive wrist/hand/finger movement to work on computer and/or related office equipment.
- May be required to reach and stoop/kneel/crouch.
- The employee shall remain free of any alcohol or illegal substance in the workplace in compliance with Policy 4122.01 throughout his/her employment in the District.