



Upper School English Language Learner (ELL) Teacher

Department Departamento	English Language Learner (ELL) Team - Student Support Services
Immediate Superior Superior Imediato	Divisional Principal or Associate Principal

Primary Purpose of the Position	At Graded we value linguistic diversity to ensure belonging for all. We empower and celebrate multilingual individuals to learn and develop language to access the curriculum and reach their potential. The ELL Teacher provides in-class support/co-teaching and small-group instruction to support multilingual learners. This role focuses on supporting students in developing their social and academic language development and ensuring equitable access to the curriculum. The ELL Teacher collaborates with classroom teachers to implement scaffolds that promote language development, student agency, and academic independence.
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Main Duties and Responsibilities	Instruction and Student Support • Work with the Admissions Department and Director of Student Support Services to screen incoming students using the WIDA assessment. • Deliver ELL services through a variety of models tailored to learners, including: • Deliver co-teaching with classroom teachers to integrate language and content instruction. • Small group withdrawal providing targeted instruction to support current
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	units of study and targeted language instruction. • Design and deliver tiered language interventions across the MTSS framework using Tier 1 (Co-teaching/push in), Tier 2 (Targeted/Time-bound small groups), and Tier 3 (Intensive/EAP blocks) supports Assessment and Case Management • Act as a case manager and advocate for ELL students, participating in Student Support Team (SST) and grade-level meetings. • Assess all ELL students using the WIDA Model Assessment and communicate results to teachers, families, and students. • Monitor student progress, focusing on transition toward independent academic English proficiency. • Lead the entry and exit process for eligible ELL students by compiling data and formally presenting student profiles to the Student Support Team (SST) for collective decisions • Conduct the 12-month post-exit monitoring protocol, maintaining regular communication with core subject and homeroom teachers and auditing trimester/semester report cards to ensure sustained academic access • Jointly case-manage dual-service students in close collaboration with OLS teachers, following specialized instructional and exit protocols that accommodate formally identified learning needs • Ensure all student language profiles are securely archived and systematically updated using school management systems and the master Student Support Services caseload Collaboration and Professional Learning • Co-plan with classroom teachers to create language objectives, scaffolded assessments,
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	and differentiated assignments that meet rigorous curriculum standards. • Provide consultation for subject teachers regarding the individual linguistic needs of their students. • Write reports and facilitate parent - student conferences regarding student growth in academic language. • Design and deliver professional learning that builds classroom teachers' capacity to support multilingual learners through effective, classroom-based language-support practices.
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Certifications and Education Certificados e Diplomas	Required / Necessários • Bachelor's degree in Education, TESOL, Applied Linguistics, or related field. • Valid teaching certification/license for ELL instruction.
	Desired / Desejáveis • Master's degree in TESOL, Applied Linguistics, or related field. • WIDA training or certification in language assessment. • Additional training in co-teaching models or instructional design for multilingual learners.

Experience	Required / Necessários • Demonstrated capacity to work successfully in an American or international school setting. • Experience teaching English Language Learners across proficiency levels. • Strong verbal communication skills. • Co-teaching and push in support
	Desired / Desejáveis

	• Minimum of five years of teaching experience. • Experience in an international, multicultural context. • Familiarity with digital learning tools to support language acquisition.
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Knowledge, Skills and Abilities	Required / Necessários
	• Strong understanding of second language acquisition and WIDA standards. • Ability to create accommodations and scaffolds that ensure curriculum access. • Capacity to co-teach effectively and collaboratively with classroom teachers. • Strong interpersonal and communication skills with students, parents, and colleagues
	Desired / Desejáveis
	• Experience supporting multilingual learners in both academic and social-emotional development.

Personal Attributes	Required / Necessários
	• Commitment to intercultural awareness and appreciation. • Professionalism in attendance, punctuality, communication, and conduct. • Empathy, patience, and advocacy for multilingual learners. • Collaborative mindset and willingness to engage in reflective practice.
	Desired / Desejáveis
	• Flexibility and creativity in addressing diverse student needs.

	• Enthusiasm for building inclusive learning environments. • Dedication to continuous professional growth and innovation.
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HOW TO APPLY

Interested candidates for positions at Graded should apply using the following channels according to their situation:

Local Hires	who holds a Brazilian citizenship or is granted the right to work in Brazil	<u>PandaPé</u>
Foreign Hires	who requires application for a Brazilian work visa	<u>GRC</u> or <u>Search Associates</u>