GRADED
THE AMERICAN SCHOOL OF SÃO PAULO

High School English Teacher

Department Departamento	High School
Immediate Superior Superior Imediato	High School Principal

Primary Purpose of the Position Principal propósito da Vaga	The High School English Teacher delivers rigorous, engaging instruction in literature, language, and composition that develops students' analytical thinking, written and oral communication skills, and appreciation for diverse voices and perspectives. The teacher fosters intellectual curiosity, critical inquiry, and independent thought while preparing students for advanced coursework and post-secondary success. In alignment with the school's mission and values, the English Teacher cultivates reflective, responsible global citizens through the study of language and literature.

Principle Duties and Responsibilities Principais Funções e Responsabilidades	**Instruction and Student Learning** Plan and deliver high-quality English instruction across grade levels (e.g., Grades 9–12), including literature, composition, and language study. Design purposeful, differentiated, and intellectually challenging lessons that foster critical reading, analytical writing, and effective communication. Guide students in the study of diverse literary genres, historical contexts, and global perspectives. Develop students' research, argumentation, and presentation skills.

	Support students in advanced coursework (e.g., IB, AP, or honors) as assigned. Encourage student autonomy, reflection, and ownership of learning. **Assessment and Feedback** Design and administer diagnostic, formative, and summative assessments aligned with course standards. Provide timely and constructive feedback that promotes growth and academic excellence. Maintain accurate records of student performance and communicate progress clearly to students and families. Prepare students for internal and external assessments as applicable (e.g., IB, AP, standardized exams). **Learning Environment** Create a classroom environment that is safe, inclusive, intellectually stimulating, and student-centered. Foster respectful dialogue, purposeful discussion, and collaborative learning. Hold students accountable for high academic standards and integrity. **Collaboration and Professional Practice** Collaborate with colleagues to ensure vertical and horizontal curriculum alignment within the English department. Contribute to interdisciplinary projects and school-wide initiatives. Participate actively in professional development, faculty meetings, and school committees.

	Communicate effectively with students, parents, and colleagues in culturally appropriate ways. Demonstrate professionalism in attendance, punctuality, and conduct.

Certifications and Education Certificados e Diplomas	**Required** / Necessários ● Bachelor's degree in English, Literature, English Education, or a related field. ● Valid teaching certification/license (U.S. or internationally recognized equivalent). **Desired** / Desejáveis ● Master's degree in English, Literature, Education, or related discipline. ● Certification or training in IB.

Experience Experiência	**Required** / Necessários ● Minimum of five years of high school English teaching experience. ● Demonstrated experience teaching literature and composition at a rigorous academic level. **Desired** / Desejáveis ● Experience teaching IB. ● Experience in international or multicultural school settings. ● Experience mentoring students in research and extended writing.

Knowledge, Skills and Abilities Conhecimentos e Habilidades	**Required** / Necessários ● Deep knowledge of literary analysis, composition pedagogy, and language instruction. ● Strong ability to teach critical thinking, analytical writing, and research skills. ● Effective classroom management in discussion-based environments. ● Excellent written and oral communication skills.

	Desired / Desejáveis • Familiarity with international curricula (e.g., IB, AP, Common Core). • Ability to integrate technology to enhance reading, writing, and research instruction. • Knowledge of strategies to support multilingual learners and diverse student needs.

Personal Attributes Características Pessoais	**Required** / Necessários • Commitment to the school's mission, vision, and core values. • Passion for literature, language, and student intellectual growth. • Collaborative, reflective, and growth-oriented mindset. • Professional integrity and strong sense of responsibility.
	Desired / Desejáveis • Creativity and innovation in curriculum design. • Enthusiasm for contributing to extracurricular programs (e.g., debate, writing clubs, publications). • Dedication to continuous professional learning and contribution to the broader school community.

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	**PandaPé**
Foreign Hires	who requires application for a Brazilian work visa	**GRC** or **Search Associates**