**Middle and Upper School Spanish Teacher**

**Job Posting**

Founded in 1728, Norfolk Academy is an independent, nonsectarian, coeducational day school of approximately 1200 students in grades 1-12. Located on a 72-acre campus in the Hampton Roads area of Virginia, the school for generations has prepared young men and women not only for the most selective colleges and universities in the country but also for lives of learning, leadership, and service. An honor system is central to the school's philosophy, as are traditions such as a public speaking program, family-style lunches with faculty and students sharing the midday meal together, open lockers, and daily assembly. A recently completed $68 million capital campaign has provided the school a national-caliber leadership center, a state-of-the-art athletic stadium and track, and major additions to the Lower School and dining facilities. Norfolk Academy enjoys a position among the top handful of independent day schools in the country.

**Position Summary:**

Norfolk Academy is currently seeking a full-time Spanish teacher to teach in the Middle School and/or Upper School, depending on departmental needs. Successful candidates must embrace student-centered pedagogy in the classroom, model curiosity and a desire for professional growth, collaborate with colleagues, and exhibit a desire to build positive and meaningful relationships with students, colleagues, administrators, and parents in a manner consistent with the Academy's philosophy and objectives. We value honor, integrity and relationships as a school community, and alignment with those values is expected of all faculty and staff.

Norfolk Academy's language program begins in the Lower School, where all students study Latin, providing an early foundation in language learning. In seventh grade, students may continue their study of Latin or begin a modern language, choosing Spanish, French, or German. Students continue their language study through the Middle and Upper Schools, with opportunities to pursue advanced coursework. Our modern language programs adhere to the Common European Framework of Reference for Languages (CEFR), with students attaining the B2 level upon completion of Spanish 6, our highest level of study.

The ideal candidate will be comfortable teaching Spanish at a variety of levels, from introductory through advanced coursework, and working with students across a range of ages and abilities. The program emphasizes authentic communication in listening, speaking, reading, and writing rather than a primary focus on formalized grammar study. Teachers are encouraged to incorporate authentic materials, including current newspaper articles, blogs, radio excerpts, television programs, and other resources that connect

language learning to contemporary culture. Students completing Spanish 5 are prepared for the Advanced Placement Spanish Language and Culture Examination.

The successful candidate will demonstrate enthusiasm for language instruction, an understanding of the developmental needs of Middle and Upper School students, and a commitment to fostering students' confidence and proficiency in Spanish.

**Position Category:**

Exempt. 10 months (mid-August to mid-June).

**Responsibilities include:**

- Teaching four sections of Spanish in the Middle School and/or Upper School, depending on departmental needs
- Attending faculty meetings and managing other basic professional obligations
- Contributing to the larger school community through coaching two seasons or sponsoring extracurricular programs
- Serving as a faculty advisor to Middle or Upper School students, as assigned
- Presiding at a table with students for daily seated lunch
- Performing other duties as assigned

**Required Qualifications:**

- Bachelor's degree in Spanish or a closely related field; master's degree preferred
- Previous experience living in Hispanophone country strongly preferred
- Previous experience teaching Spanish at the middle and/or high school level
- Willingness to contribute to the school's extracurricular program through coaching or sponsorship

**Required Competencies:**

- Dedication and commitment to the well-being and growth of children
- An understanding of and a commitment to the school’s values, as outlined in the Philosophy, Objectives, and Diversity, Equity, & Justice Statement
- A comprehensive understanding of the field of education and a demonstrated willingness to explore and embrace new pedagogical practices, technologies, and developing trends
- Ability to collaborate effectively with colleagues in curriculum planning, instructional practices, and supporting student learning and development.
- Ability to differentiate instruction to meet the developmental and academic needs of students across multiple grade levels
- Knowledge of effective world language instructional practices, including proficiency-based instruction aligned with either the ACTFL or CEFR framework, with an emphasis on authentic communication

- Strong written and verbal communication skills, with the ability to engage various audiences, as well as clearly share insights about students and student needs
- Ability to cultivate meaningful relationships with all constituents with a focus on what is best for each child
- Self-starter who is adaptable, possessing a growth mindset with the ability to think critically, problem-solve, and plan effectively

**Salary and Benefits**

- The anticipated salary range for this position is $65,000–$90,000, commensurate with experience and qualifications.
- Norfolk Academy offers comprehensive health coverage for employees and their eligible dependents.
- Norfolk Academy is committed to the professional growth and development of its faculty and staff. Employees enjoy access to broad grant and professional development programs, including continuing education funding, conference attendance, and other professional growth opportunities.
- For a list of employee benefits, please visit: https://www.norfolkacademy.org/employment

Norfolk Academy does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, marital status, disability, pregnancy, childbirth or related medical conditions, age, status as a veteran, and/or national origin.

Resume and cover letter and/or completed applications should be submitted online via the Norfolk Academy website.