

Advisor [Spanish - Secondary] 2020-2021

Cascade Public Schools

Reports To: Chief Academic Officer

Classification: Full-Time

Location: Des Moines, WA



WHO WE ARE

At Cascade, we are reimagining what free, high quality, public education can look like when built on a foundation of deeper learning, strong mentorship, and individualized pathways. With a culture of high expectations and high support, a rigorous focus on preparation for college and career, and a diverse and inclusive community, we will grow to serve 416 students, grades 9-12. We are deeply committed to fulfilling our mission to prepare students for success in college and career, rooted in our core values of **achievement, community, and empowerment**.

By design, we are a small community where every student is known. Our school is intentionally heterogeneous and reflects the diversity of the communities in which we operate. We invite diverse, driven, and dynamic teachers to join our team and support a new vision for high school in the 21st century!

THE CASCADE MODEL

- An **interdisciplinary, college preparatory approach** to the academic core wherein students learn through projects to apply knowledge/skills to relevant issues and topics and demonstrate mastery of 21st century [Deeper Learning competencies](#).
- **Individualized pathways with high expectations and high support**, including individual learning plans, data-driven goal setting, embedded tutoring, and literacy and numeracy blocks.
- **“Leaving to Learn”** through **1:1 college and career mentorship and interest-based, career exploring internships**. Strategic partnership with [Big Brothers Big Sisters of Puget Sound](#) and [Big Picture Learning](#) supports students in developing 21st century competencies and social/professional networks that will pay dividends in college, career, and beyond.

WHO YOU ARE

- You believe all students are capable of success in college, career, and civic life and you maintain high expectations for student engagement.
- You have high expectations for yourself and all students to communicate effectively, work collaboratively to solve complex problems, and learn how to learn (Deeper Learning).
- You are passionate about serving as Advisor to a group of students, helping them to develop a meaningful vision for life after high school and supporting their achievement of that vision.
- You recognize that student success is driven by a preference for long-term goal setting (personal, academic, and post-high school) and the ability to develop the knowledge, skills, and habits of mind to achieve them.
- You are excited to lead learning experiences, using a variety of methods including: Organic World Language, project-based learning, direct instruction, small group and individual tasks, formative and summative assessments, direct teacher feedback, public presentation, and more.
- You thrive while collaborating and are excited to work with colleagues to maintain the academic integrity of planned lessons and learning experiences for students. You find positivity in shared successes.
- You thrive in innovative environments, are comfortable with ambiguity, and welcome iterative, student-centered design processes and challenges.
- You are committed to continuous improvement, see feedback as a positive, and have a growth mindset.
- You use data to track and provide updates on student achievement to students, staff, and family.

- You are a leader, actively participating in collaborative planning and weekly data-driven meetings focused on instruction and student achievement.
- You are committed to the emotional and physical safety of staff and students and to a culture of relevant and rigorous learning.
- You are empathetic, culturally competent, and part of a community accountable to anti-racist policies and equitable learning pathways for all students.
- You seek to listen and understand before answering and explaining.

WHAT YOU'LL DO

Being an Advisor at Cascade Public Schools is unlike teaching at a traditional school - our teachers are called Advisors. In addition to facilitating educational experiences in their content areas, Advisors lead 20 students in an Advisory, nurturing strong relationships with the students they coach. Advisors mentor the same group of students for two years, facilitating the development of individual learning plans and using data to support student's academic and social-emotional growth and self-development. Advisors support students to develop agency and the skills to set and achieve meaningful personal, academic, and post-high school goals. In the academic core, Advisors teach cognitive skills through real-world projects - using their subject-area expertise to help students apply their knowledge to the world around them. Individual schedules vary with role, but in general an Advisor will lead an Advisory, teach 2-3 instructional blocks, support (not plan) an academic intervention block, and have a prep period. This entails:

- Participating in pre-service professional development between August 17 - September 8th for onboarding staff in the culture, systems, and routines of Cascade Public Schools and the development of professional and organizational goals. August 17 - August 31 are pre-contract, staff are compensated at their hourly rate. September 1 - 8 are inclusive of staff contractual time.
- Beginning and ending each day in Advisory where you'll coach and support the development and progress monitoring of individual learning plans, college and career interest exploration, and academic and social-emotional competencies via a portfolio system.
- Explicitly state each student's progress, in academic and social-emotional terms, through trimester narratives, phone calls to parents, and weekly student meetings.
- Facilitating 3 learning plan-based exhibitions, one per trimester, with each family or guardian.
- Supporting each advisee (in partnership with the Internship Coordinator and school staff) to explore and secure an internship and monitor student internships weekly through site-visits, phone calls, and/or mentor meetings.
- Teaching two to four content-area instructional blocks per day.
- Supporting daily literacy or math interventions and personalized learning time, which don't involve lesson planning. During this time, Advisors provide student support, monitor progress, and check in with individuals or groups of students.
- Prep Time: between teaching blocks, Advisors analyze student data, develop collaborative lessons and activities, support school culture, and other personal development activities.
- Professional development and collaborative planning: Advisors have 3 hours of job-embedded, grade-level team planning every Wednesday morning. Wednesday afternoons, Advisors conduct site visits to student internship sites and support project development. Twice a month, teachers participate in all-faculty after-school meetings where community decisions are made, and professional development takes place. Additionally, teachers engage in weekly coaching cycles of observation and feedback to further their professional goals and development.

WHAT YOU NEED

- Commitment to uphold Cascade’s values of achievement, community, and empowerment and a belief that all students should expect and demand a challenging and relevant course of learning that prepares them for success in college, career, and civic life.
- Commitment to diversity, equity, inclusion and social justice (with experience teaching in diverse classrooms and school settings, or serving underrepresented student populations, preferred).
- Spanish teaching credential in the state of Washington, or another US state (or a commitment to obtain a credential by completing an educator preparation program within two (2) years of starting at Cascade).
- A Bachelor's degree (a Master's Degree in Education is preferred, but not required).
- A clear health and background check.
- Experiences with Organic World Language and project-based learning approaches preferred, but not required.
- Bilingual in Spanish or Somali strongly preferred.

WHAT YOU GET

We are committed to continuous improvement and professional growth. We prioritize developing leaders from within and have invested in multiple career pathway programs for our teachers and school leaders. With dedicated days of professional development built into the academic year and weekly coaching sessions with a school leader, we equip our teachers with the tools necessary to improve their practice and tackle challenging issues.

Compensation is competitive and commensurate with experience. We provide all teachers a full benefits package and opportunities for professional growth.

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Cascade Public Schools seeks individuals of all ethnic and racial backgrounds to apply for this position with a focus on active recruitment of staff that reflect the cultural diversity of the community we serve.

EQUAL EMPLOYMENT OPPORTUNITY

Cascade Public Schools does not discriminate in hiring, nor any programs or activities, on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal.

APPLICATION PROCEDURE

If you see yourself and your passion in what you’ve read, please complete and submit a resume, cover letter, and three (3) professional references to scanfield@cascadeps.org.