



Native American Youth and Family Center

5135 NE Columbia Boulevard | Portland, Oregon 97218 P
(503) 288-8177 | F (503) 288-1260 | www.nayapdx.org

The Mission of NAYA Family Center is “...to enhance the diverse strengths of our youth and families in partnership with the community through cultural identity and education”.

Position Description

Position:	Early College Academy Classroom Teacher – Language Arts
Department/Program:	Early College Academy Department
Compensation:	Starts at \$35,000 annually or commensurate with experience
Benefits:	Early College Academy employees accrue paid Sick Leave at a rate of 4 hours per (semi-monthly) pay period (excluding pay periods that do not include actual working days; refer to the applicable school year calendar for more information). NAYA recognizes several paid holidays per calendar year (see agency Personnel Policy manual for more information). NAYA also provides medical, dental, and vision insurance, a Flexible Spending Account, Life Insurance, and a 401K retirement plan.
Employment Status:	Regular, Full-Time, Exempt
Hours:	General working hours are 8:30am – 5:00pm; flexible work schedule available upon approval; evenings and occasional weekends, as assigned.
Supervision:	No supervisory requirements
Reports To:	ECA Principal
Job Location:	Portland, OR
Created/Revised:	July 2017

Position Description:

The Early College Academy (ECA) Classroom Teacher is responsible for the instruction and supervision of students. The ECA Classroom Teacher functions in accordance with the established NAYA Family Center policies, rules, regulations and the performance standards and goals established for the teacher. The ECA Classroom Teacher works with individuals and in groups to accomplish the objectives of the program in a school that offers students and their families a supportive, culturally responsive learning environment and the opportunity for increased high school and college achievement.

Essential Functions:

- Instruction of ECA students, including:
 - Providing instruction, organization, and management in the classroom which fosters academic skill development, expands student knowledge, and develops students’ ability to reason
 - Providing instruction to students at appropriate levels in the subject matter(s) for which the teacher is assigned in the locations and at the times designated
 - Creating educational experiences that provide each student the opportunity to develop his/her potential in the areas of personal-social adjustment, decision-making, positive self-image and other life skills
 - Following pre-established curriculum programs, developing lesson plans, creating instructional materials, and establishing performance goals in accordance with methods prescribed by department leadership

- Identifying the needs of a group of students, as well as individual students, and providing continuous assessment of their respective abilities

Essential Functions, Continued:

- Instruction of ECA students, including (Continued):
 - Diagnosing, instructing, and evaluating specific student needs and seeking assistance of specialists as required
- Maintenance and distribution of student records, including:
 - Evaluating students' academic progress and social growth
 - Providing quarterly student grade and behavior reports to parents
 - Using and maintaining information systems (such as online databases) to track progress on school performance objectives and academic excellence indicators
 - Input data, and maintain NAYA and/or contractually required information database systems to track client information
 - Includes entering client data, assisting and/or preparing periodic reports
 - Database examples include but are not limited to: Efforts to Outcome (ETO), Synergy, Grade Book, eSIS, Counselor Max, SAGE Fund Accounting, Raisers Edge, etc.
- Facilitate communication and collaboration between students and key stakeholders, including:
 - Conferring with students, parents and staff to discuss educational activities, policies, and student behavioral or learning problems
 - Ensuring teacher communication and conferences are conducted regularly with parents
 - Maintaining effective communication, family engagement, and collaboration with students, colleagues, NAYA Family Center staff and the community
 - Maintaining visibility with students, teachers, parents, community, NAYA Family Center staff and the NAYA Family Center Board
- Supervision of students, including:
 - Providing guidance and fostering individual student growth and development
 - Helping to facilitate an effective progressive discipline and attendance system with high standards that is consistent with the philosophy, core values, and mission of the NAYA Family Center
 - Ensuring that students are adequately supervised during non-instructional periods (including before and after school)
 - Ensuring that school rules are uniformly observed by students
 - Assuming legal responsibility for the supervision of students on school property or in attendance at school-sponsored activities

Additional Duties:

- Other duties as assigned by the ECA Principal
- Additional ECA Classroom Teacher Duties:
 - Contributing to the growth and development of the Early College Academy's mission, vision, and values
 - Assisting in the design and implementation of staff development efforts
 - Integrating new educationally sound research based practices into the classroom
 - Continuously evaluating lesson plans and classes on a regular basis to encourage the use of a variety of instructional strategies and materials consistent with research on learning, child growth and development with an emphasis on Native American communities and poverty
 - Participating in the assessment and planning of curriculum development and other programs to meet the needs of the Early College Academy
 - Planning and leading professional development activities for teachers and support staff as necessary

Additional Duties, Continued:

- Additional NAYA Family Center Duties:
 - Understand and adhere to confidentiality
 - Coordinate wraparound services effectively with other NAYA Family Center programs and staff
 - Participate in trainings and/or meetings to ensure program outcomes are achieved
 - Represent NAYA with the utmost professionalism at community events and other public relations opportunities
 - Work as an active member of departmental team
 - Participate actively in cross-departmental team projects
 - Contribute to fostering a safe and secure environment for community members and staff

Qualifications:Education & Training:

- Bachelor's Degree in Education and/or teaching content area required
- Master's Degree in Teaching, Education and/or teaching content area preferred
- Knowledge and understanding of the local educational system and environment, including the elements necessary for student success
- Knowledge of Native American history, an understanding of the diversity of the local American Indian/Alaskan Native community and issues surrounding the Urban Indian experience required

Certifications/Credentials:

- Certification (or ability to certify) and ability to maintain certification as a teacher in accordance with the requirements set forth in the Oregon Rules for Certification of Teachers, Specialists, and Administrators required
 - Non-certified teachers with significant and exceptional professional and cultural experience may be considered on a case-by-case basis
- Certification (or ability to certify) and ability to maintain certification in Cardio Pulmonary Resuscitation (CPR), 1st Aid and Automatic External Defibrillator (AED)

Experience:

- Experience working within diverse populations (specifically with the urban and reservation Native American population, including working within a tribe, board, or other organization) strongly preferred
- One (1) year or more of experience working as a classroom teacher preferred
- Experience working with college personnel and programs preferred
- Demonstrated professional record of improving student achievement
- Demonstrated ability in project management (planning, organizing, prioritizing work and follow-through)

Skills:

- Ability to stay composed and exercise good judgment in stressful situations, such as dealing with distressed and/or demanding students
- Ability to connect with students in a manner that successfully motivates them to achieve better outcomes
- Ability to consistently apply sound decision-making procedures and a thorough analysis of the situation when solving problems
- Ability to be extremely flexible when managing changing priorities and schedules, without compromising quality of outcomes, ability to complete tasks, or uphold commitments
- Ability to meet multiple, sometimes conflicting deadlines or workload demands by applying strong organizational systems and efficiently managing time
- Ability to collaborate with others as an active and productive team member (including staff members, community volunteers, and students)
- Ability to deal with different people and situations appropriately, including effective communication with people from diverse backgrounds
- Exceptional written communication skills, including preparing publications that are error-free, and applying highest standards of integrity to document composition

Qualifications, Continued:Skills, Continued:

- Exceptional verbal communication skills, including persuasive oral communication, leading public presentations, and engaging in active listening
- Proficient computer skills including:
 - Web-based research
 - Word Processing
 - MS Excel
 - Database use
 - Email

Work Environment: 90% office/classroom, 10% outside office including travel time.

Physical Requirements:

- The employee may be required to sit for extended periods of time in front of a computer screen.
- The employee must occasionally lift and/or move up to 30 pounds.
- *Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Equipment Used: Computer, phone, fax, copy machine.

Safety Considerations: Some travel may be required.

Other Requirements:

1. Valid Oregon or Washington State Driver License (must be eligible to be an insured driver under NAYA Family Center's liability insurance policy)
2. Successful completion of a background investigation (including a fingerprint criminal history check; see <http://nayapdx.org/wp-content/uploads/2018/06/disqualifyingcrimes.pdf> for more information)

Application Procedures: Interested candidates should submit a cover letter addressing their qualifications for the position and why they are interested in joining the NAYA Family Center team. Please also enclose a NAYA application and your resume. Applications and the official position description can be obtained online at <http://nayapdx.org/about/jobs/>

Application Deadline: July 27, 2018

Attention: Incomplete applications will not be considered. Due to the sheer number applicants, only those applicants selected for an interview will be contacted. Please respect our no phone calls policy. This job description does not constitute an employment agreement and is subject to change by the employer due to changes in grants and funding sources.

Please send application materials to: Attn: Human Resources
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Fax: (503) 288-1260
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