



Professional Vacancy Richardson ISD

POSITION: NEW HORIZONS NEWCOMER ACADEMY TEACHER

REPORTS TO: SENIOR EXECUTIVE DIRECTOR, STUDENT SERVICES

CONTRACT PERIOD: 187 DAYS – 10 MONTHS

POSITION CONTROL #14406954

SALARY: LOCAL PAY GRADE: RISD TEACHER PAY SCALE

PRIMARY PURPOSE: The Newcomer Academy Teacher will provide specialized instruction to High School Emergent Bilingual Students who are significantly behind on credits or have had little to no formal schooling. The teacher will focus on developing strong literacy and accelerated skills necessary for them to join the mainstream classes while also addressing content knowledge gaps, ensuring students are equipped with the necessary skills to succeed academically and integrate into the mainstream educational environment.

QUALIFICATIONS:

Education/Certification
Valid Texas teaching certification
ESL Supplemental certification required
Bachelor's degree in Education, ESL, or a related field
Master's degree in Education, Literacy, or a related field is preferred

Experience

Experience working with Emergent Bilingual Students, particularly those with limited and interrupted formal schooling.
Strong literacy instruction background, especially with older students.
Experience in a multicultural educational setting is highly preferred.

Skills and Abilities

Strong knowledge of literacy development and instructional strategies for English Language Learners.
Ability to differentiate instruction to meet diverse learning needs.
Excellent communication and interpersonal skills.
Strong organizational and time-management skills.
Ability to work collaboratively with colleagues, parents, and students.

Working Conditions

The position involves working with students who may have experienced trauma or significant educational disruption, requiring patience and empathy.
Regular communication with students, parents, and staff is essential.
This role may require flexible hours to meet the needs of students and families.

**MAJOR
RESPONSIBILITIES
AND DUTIES:**

Instructional Planning and Delivery

- Design and implement curriculum tailored to the needs of High School Emergent Bilingual Students with varied educational backgrounds, including newcomers, refugees, and asylees.
- Focus on literacy development, including reading comprehension, writing, and critical thinking skills.
- Use differentiated instruction strategies to meet the diverse needs of students with limited and interrupted formal schooling.
- Incorporate culturally responsive teaching practices to create an inclusive classroom environment.
- Utilize formative and summative assessments to monitor student progress and adjust instruction as needed.

Student Support and Engagement

- Create a supportive classroom environment that fosters student confidence and motivation.
- Provide additional academic support and intervention for students who are significantly behind in credits or have gaps in their education.

- Collaborate with counselors, support staff, and other teachers to address the social-emotional and academic needs of students.
- Develop individualized learning plans for students to attain credit recovery and develop necessary academic skills.

Professional Collaboration and Development

- Participate in ongoing professional development to stay current with best practices in teaching English Language Learners (ELLs) and literacy instruction.
- Work closely with the ESL team, instructional coaches, and other faculty members to align instructional practices and share strategies.
- Engage in regular communication with parents and guardians to keep them informed of student progress and collaborate on strategies to support student learning at home.

Classroom Management

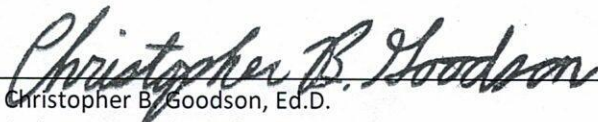
- Establish and maintain a positive, respectful, and orderly classroom environment.
- Implement classroom management techniques that encourage positive behavior and engagement.
- Develop and enforce classroom rules and procedures that promote a safe and productive learning environment.

**APPLICATION
PROCEDURE:**

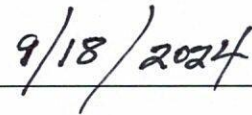
Apply online at <https://www.applitrack.com/risd/OnlineApp/default.aspx>. The application must be complete and three electronic reference forms must be received to be considered. Applicants who have previously applied in AppliTrack must update their application once per year by securing updated references. Applicants will be contacted if an interview is needed.

DEADLINE FOR APPLICATION: UNTIL FILLED

APPROVED:


Christopher B. Goodson, Ed.D.
Assistant Superintendent – Human Resources

DATE:



EQUAL OPPORTUNITY EMPLOYER

The Richardson Independent School District (RISD or the District) is an equal opportunity employer and maintains a policy of nondiscrimination with respect to all employees and applicants for employment. All personnel actions such as recruitment, hiring, training, promotion, transfer, compensation and benefits, discipline, and termination are administered without regard to race, color, religion, gender, national origin, age, disability, genetic information, or military status of otherwise qualified individuals. RISD does not discriminate on the basis of membership or application for membership in the uniformed services and does not discriminate against an employee or applicant who acts to oppose unlawful discrimination or participates in the investigation of a complaint of alleged discriminatory employment practices. Hiring decisions are made on the basis of each applicant's qualifications, experiences, and abilities as well as the business needs of the district.