



Employment Opportunity

Red Lake School District, ISD#38
P.O. Box 499, Red Lake, MN 56671
218-679-3353



"...where each child is valued, life long-learning is embraced and students are empowered to become Red Lake Nation ambassadors in the global community."

When the Children thrive, the Nation Thrives

POSTED: 07/21/2023

Position Title: Ojibwe Language and Culture Teacher – Anticipated Opening for the 2023/24 SY
Supervisor: Principal
Bargaining Group: Teachers
Revised: 02/11/2016
Terms: Per Teachers' Master Agreement
Qualifications: Current Minnesota Teaching Licensure, Bachelor of Arts Degrees in K-8 Education, and in American Indian Language and Culture. Previous teaching experience required. Fluent Ojibwe speaker preferred.

Position Overview: The Ojibwe Language and Culture Teacher will plan, organize, implement, and evaluate classroom instruction that facilitates learning to speak and understand the Ojibwe language and develop students' knowledge and understanding of culture, history, art and values. Teacher will speak Ojibwe 100% of the time while delivering instruction. Work with OLC staff to develop the K12 OLC language curriculum.

Major Position Duties:

REGULAR DUTIES & RESPONSIBILITIES: List of things to accomplish in job function	NECESSARY SKILLS, KNOWLEDGE AND ABILITIES: What you should know or accomplish in job function?	PERFORMANCE STANDARDS; How will you know the job is done?
Lead the implementation of an Ojibwe language and culture program that reflects local Red Lake dialect, customs, and history that promotes student acquisition and retention of language and knowledge, understanding and appreciation of the culture.	<ul style="list-style-type: none">• Maintain professional confidentiality and works collaboratively with peers.• Semi-fluent Ojibwe speaker, with deep and broad understanding of the Ojibwe culture.• Must know content, pedagogy, student growth and development.• Ability to set instructional outcomes, design coherent instruction and student assessments.	<ul style="list-style-type: none">• Observe confidential, professional communication and behavior.• Culturally responsive standards based program goals and objectives are established, including unit planning documents with scoped and sequenced lesson plans, common formative and summative assessments, resources, and other program supports.
Design and deliver high-quality, research-based, culturally	<ul style="list-style-type: none">• Differentiate instruction to meet the needs of learners, by adapting the	<ul style="list-style-type: none">• Content and delivery of differentiated instruction

<p>responsive instruction that engages students at the zone of their proximal development; present clear, complete, accurate explanations utilizing a variety of instructional techniques suitable to the age and ability of learners in all lessons.</p>	<p>curriculum to varying intellectual and artistic abilities.</p> <ul style="list-style-type: none"> • Evaluate each student's progress in aural comprehension, speaking, reading, and writing of the Ojibwe language in relationship to the age and ability of students. • Provide individualized, small and large group instruction to adapt curriculum to meet the needs of each student. • Evaluate each pupil's performance and growth in knowledge and aesthetic understandings and prepare progress reports; assign grades that reflect standards based performance in language, culture, art and history. • Identify student needs and cooperate with other professional staff members in helping students develop positive attitudes toward school and learning. • Develop instructional lesson plans and organize class time to provide a balanced program of instruction, demonstration, guided practice and assessment. • Participate in professional learning teams (PLTs), contribute to staff meetings and other school initiatives. 	<p>evident in unit plans, lesson plans, informal walk-through and formal observations.</p> <ul style="list-style-type: none"> • Evidence of student performance in demonstrated knowledge, skills, artifacts and cultural performances. • Utilize various, flexible, responsive, student grouping strategies. • Work collaboratively and cooperatively with specialists and grade level teachers in PLT and common preparation settings. • Utilize effective communication skills when writing, speaking and listening.
<p>Assist in planning, organizing, implementing and evaluating standard based Ojibwe language and culture based curriculum activities, school wide.</p>	<ul style="list-style-type: none"> • Create exhibits of student work throughout the year that reflect student creativity with the Ojibwe language and culture. • Lead efforts to host school and community cultural activities, namely a pow-wow. • Must obtain Early Language Listening and Oral Proficiency Assessment training before or during employment. 	<ul style="list-style-type: none"> • Evidence of student work exhibited in the school and community. • School Community cultural activities and celebrations scheduled and presented. • Provide documentation of completed training to supervisor.
<p>Promote improved performance in knowing and understanding the Ojibwe language and culture program among students, parents, and staff and community members.</p>	<ul style="list-style-type: none"> • Communicate with parents, counselors and administration on student progress and concerns. • Utilizes proper English usage, grammar, punctuation, spelling, and English speaking skills. 	<ul style="list-style-type: none"> • Regular attendance at parent teacher conferences, professional, development sessions and staff meetings, • Well-written, articulate communication regarding student progress such as

		newsletters, phone logs, report cards, and other documentation.
Complete managerial responsibilities in a timely, accurate, thorough manner.	<ul style="list-style-type: none"> • Attend parent teacher conferences, staff professional development, and other required meetings. • Maintain required program and student records. • Demonstrate knowledge of District policies and practices. • Complete complex oral and written assignments independently. • Analyze procedural situations and take appropriate action regarding without immediate supervision. • Utilize technology to present lessons, communicate with others, and maintain records. 	<ul style="list-style-type: none"> • Student and program records completed accurately and in a timely manner. • Abides by District policies and practices. • Completes daily responsibilities independently and efficiently. • Uses email, SMART Board, and other technology effectively.
Engage in professional development for the purpose of maintaining current skills and the acquisition of emerging best-practices.	<ul style="list-style-type: none"> • Maintain professional competence through various professional growth activities. • Collaborate and communicate with fellow Ojibwe language and culture teachers as appropriate. • Teacher will commit to explore new and innovative ways of teaching the Ojibwe language and culture. • Must be willing to get training in use of technology in the classroom. 	<ul style="list-style-type: none"> • Engages in professional development with professional organizations locally, regionally and at the state-level. • Develops a schedule and meets periodically with other Ojibwe teachers to reflect and improve practice. • Teacher plans will reflect innovative ways of teaching.
Communicate effectively, and professionally with students, families, staff and community members;	<ul style="list-style-type: none"> • Works with students, District personnel, and general public in a pleasant and cooperative manner. • Articulate orally and in writing; in both English and Ojibwe. • Skilled listener. 	<ul style="list-style-type: none"> • Evidence of effective, thoughtful, verbal and written exchanges with others.
Work collaboratively with others to procure and/or develop standards based curriculum materials.	<ul style="list-style-type: none"> • Access and utilize effective curriculum materials that develop student's capacity to speak and understand Ojibwe language. • Produce a written scoped and sequenced standards based curriculum. 	<ul style="list-style-type: none"> • Artifacts of written and oral curriculum materials.

	<ul style="list-style-type: none"> • Participate in the Ojibwe Advisory Committee. 	
Know and understand how to implement a research based classroom management and discipline program effectively.	<ul style="list-style-type: none"> • Training in Responsive Classroom and/or the Pyramid Model 	<ul style="list-style-type: none"> • Exhibit effective use of the program during walk through and formal observations.

Verification of Competency and Application Process:

To apply, send: 1) completed District application, 2) cover letter and resume, 3) three letters of reference from educational professionals, and 4) documentation of licensure credentials or statement of ability to meet licensure requirements to:

Human Resources
Red Lake School District #38
PO Box 499
Red Lake, MN 56671

Or, fax to (218) 679-2321 or email to anelson@redlake.k12.mn.us