



Sisters School District

"Home of the Outlaws"

Position Title: High School Spanish Teacher (Permanent .33 FTE)

Date Posted: Internal: July 8, 2026, External: July 9, 2026

Date Position Closes: Open Until Filled

Date Available: August 24, 2026

Reports To: Building Principal

Preferred Qualifications:

- Master's degree from an accredited institution.
- Valid Oregon teacher certificate with required endorsements for assigned subject(s) and grade level(s).
- 3-5 years of licensed high school teaching experience in the subject area(s).
- Record of improving competency and teaching effectiveness by participating in professional growth opportunities and professional learning communities.
- Record of making positive contributions beyond the classroom through involvement in clubs, activities, or athletics.
- Demonstrated commitment to inclusive educational practices.
- Commitment to a students-centered classroom that leverages students' experiences, prior knowledge, and cultural backgrounds to enhance engagement and elevate student achievement.

Essential Duties and Responsibilities:

Essential duties of this position include the following. Employees in this position perform some or all of the following tasks. Other duties may be assigned.

- Plans, curates, and delivers a standards-based Spanish curriculum that builds on students' prior assets and knowledge and that ensures equitable and inclusive access.
- Establishes clear criteria for student success supported through effective instructional strategies, related practice opportunities, and prompt/actionable feedback.
- Establishes and maintains a safe, vibrant, and friendly classroom atmosphere in which students are empowered to participate fully, reach their potential, and take ownership of their education.
- Communicates effectively with parents, students, colleagues, and administrators.
- Dutifully fulfills all obligations associated with the SEA/SSD collective bargaining agreement and Sisters School District policies.
- Completes all required district, state, and federal trainings and incorporates the knowledge into their professional practice.
- Consults with colleagues to plan appropriate instruction and works effectively as a member of a professional learning community.
- Utilizes support personnel to provide the most effective opportunities for students, monitors the effectiveness of the support personnel and provides direction and training as needed, supervises interns as needed.
- Provides effective direct service to students and families displaying unconditional positive regard for individuals from a wide variety of backgrounds.
- Fulfills all other duties as assigned.

Supervisory Responsibilities:

This position may require the supervision of volunteers, student aides and educational assistants. All school employees have some responsibility for supervising students and assisting in maintaining a safe environment.

Knowledge, Skill & Abilities:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- **Interpersonal Skills:** Works well with others from diverse backgrounds. Focuses on solving conflict; maintaining confidentiality; listening to others without interrupting; keeping emotions under control; remaining open to others' ideas and contributing to building a positive team spirit. Demonstrated ability to successfully work with adolescent students and the public.
- **Language Skills:** Ability to communicate fluently in English verbally and in writing. Ability to respond to common inquiries or complaints from students, parents, staff or members of the community. Ability to draft simple correspondence and some routine reports. Ability to read and interpret documents such as safety rules, operating and maintenance instructions and procedure manuals.
- **Mathematical Skills:** All skills relevant to delivery of content and accurately calculating grades associated with student performance.
- **Reasoning Ability:** Ability to apply common sense understanding to carry out instructions furnished in written, oral or diagram form. Ability to deal with problems involving several concrete variables in standardized situations. Ability to proficiently use a range of Google-based platforms. Ability to type accurately and proficiently. Ability to appropriately communicate with students, teachers, parents, members of the community and state agencies. Ability to exercise good judgment.
- **Certificates, Licenses, Registrations:** Must hold a valid Oregon Teaching License endorsement and authorization for the assignment. Licenses as determined by the District including, a valid Oregon Driver License and ability to obtain a valid CPR/First Aid card.

Physical Abilities:

The physical abilities described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to walk; sit; use hands for fine manipulation, handle or feel and reach with hands and arms. The employee is frequently required to stand and stoop, kneel, crouch or crawl. The employee must regularly lift and/or move up to 25 pounds and occasionally up to 50 pounds. Specific vision abilities required by this job include close, distance and peripheral vision, depth perception, and ability to adjust focus.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Occasionally work beyond a standard 40-hour work week when workload requires.

The employee is occasionally exposed to wet or humid outdoor weather conditions. The noise level in the work environment is usually low to moderate.

Salary: \$50,442.00 - \$ 93,222.00 annually (based upon the 2026 – 2027 certified salary schedule). Based upon education, training, and prior work experience. Excellent benefits package and Employer-paid PERS once eligible.

Contract Days: 190 Workdays

Submission Details:

Submit your Talented Recruit & Hire Application, Cover Letter, Resume, Official Transcripts and Three (3) letters of recommendation on Talented Recruit and Hire at: <https://sisters.schoolspring.com/> (Link on webpage).

Contact:

The HR Department for any questions regarding this position at (541) 549 - 8521
Ext. 5021.

Notice of Nondiscrimination

The Sisters School District is committed to equal opportunity and does not discriminate on the basis of race¹, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, disability, age, marital status, veteran status, or any other protected status in our programs and activities.

[1] Includes discriminatory use of Native American mascot pursuant to OAR 581-021-0047. Race also includes physical characteristics that are historically associated with race, including but not limited to natural hair, hair texture, hair type and protective hairstyles as defined by ORS 659A.001 (as amended by House Bill 2935 (2021)).