

## Resource Teacher, World Languages

The Howard County Public School System (HCPSS) is one of the leading school systems in the state of Maryland and the nation. In alignment with our [\*Strategic Call to Action\*](#), our mission is to ensure academic success and social emotional well-being for our approximately 57,000 students in an inclusive and nurturing environment that closes opportunity gaps. To learn more about employment with HCPSS, please visit <https://www.hcpss.org/employment/>.

This position has an anticipated start date during the current school year. Applicants currently under contract with another Maryland school district are responsible for verifying whether they would be released without prejudice if selected for this position.

### **DESCRIPTION**

Under the direction of the Coordinator of World Languages, the World Languages Resource Teacher provides instructional support to World Language teachers and assists with ongoing professional learning. In addition, the World Languages Resource Teacher assists with the design, development, and evaluation of World Language curricula. The World Languages Resource Teacher provides ongoing support to World Language teachers in the implementation of the curricula and the evaluation of student performance. This position promotes access and equity for all students by providing leadership in the development, instructional support, implementation, and evaluation of the World Languages Program.

### **ESSENTIAL POSITION RESPONSIBILITIES**

- Provide direct support to school-based staff to ensure exemplary implementation of the World Language curricula and assessment to promote the achievement of all students.
- Support the design, development, implementation, selection, and evaluation of World Language curricula and instructional and assessment resources that are based on ACTFL/MSDE standards and best practices and align with meaningful assessments that measure student performance and provide actionable data for instructional planning.
- Mentor and coach new and support-needing HCPSS World Language teachers using research-based models and frameworks.
- Support World Language initiatives to ensure the success of projects such as New Educator Orientation, professional learning, curriculum and assessment development, and special curricular events.
- Promote the continuous improvement of the World Language program by providing services and resources to support the implementation and evaluation of the World Language Strategic Program Plans and school improvement plans.
- Support and participate in initiatives that engage students, parents/guardians, community members, and partners in support of the World Language program.
- Keep abreast of current research and trends in World Language education.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

**MINIMUM QUALIFICATIONS**

**Applicants must meet all the following qualifications, listed below, to be considered for the vacancy.**

**Education:**

- Bachelor's degree from an accredited college or university.

**Certification:**

- Hold a current Maryland State Department of Education (MSDE) professional educator certificate with an endorsement in World Languages.

**Experience:**

- Three (3) years of experience as a World Language teacher.
- One (1) year of experience with recent leadership duties, responsibilities, experience, and/or roles (e.g., ITL, SIT, school-based committees).

**PREFERRED QUALIFICATIONS**

- Master's degree from an accredited college or university in curriculum and instruction, administration and supervision, educational technology, or a closely related field.
- Hold a current Maryland State Department of Education (MSDE) Advanced Professional Certificate with an endorsement in World Languages.
- Five (5) years of experience as a World Language teacher.
- One (1) year of instructional leadership experience within a PreK-12 setting in the areas of World Language curriculum and assessment development, the planning and delivery of professional learning for and to large audiences (e.g., school-wide, district-wide, for a state, regional, or national conference), and/or mentoring teachers.
- One (1) year of experience designing content within an online learning management system for the delivery of curriculum, instruction, and assessment.
- One (1) year of participation in state, regional, and/or national organizations that promote world language teaching and learning.

**SELECTION REQUIREMENTS**

Applicants who meet the minimum qualifications will be included in further evaluation. The evaluation may be a rating of your application based upon your education, training, and experience as they relate to the requirements and preferred qualification of the position. Therefore, it is essential that you provide complete and accurate information on your application. Please report all related education, dates, and hours of work. Clearly indicate your college degree and major on your application, if applicable.

For education obtained outside the U.S., any job offer will be contingent on the candidate providing an evaluation for equivalency by a [foreign credential evaluation service](#) prior to starting employment (and may be requested prior to interview).

**EMPLOYMENT INFORMATION**

This is an 11-month per year position in the Howard County Educators Association (HCEA) employee bargaining unit. The current salary range for this position is on the [11-Month Teacher Salary Scale](#). Actual placement will be in accordance with the salary procedures of the Howard County Public School System and the HCEA Master Agreement which considers relevant prior experience. Under the Fair Labor Standards Act, this position is exempt from overtime.

**HCPSS encourages vaccination against COVID-19 as a continuous mitigation strategy for the health and wellbeing of students and staff.**

**APPLICATION REQUIREMENTS**

Complete applications must be submitted by the closing date. Information submitted after this date will not be added. Incomplete applications will not be accepted. Resumes will not be accepted in lieu of a complete application.

**Only applicants who submit all the requested information by the closing date of the vacancy will be considered for this position.** Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experience and education which most closely match the position qualifications and the needs of the school system.

Please note that a completed application includes:

- A complete application form that includes a listing of employment locations with dates of employment and names of direct supervisors.
- All supplemental materials (i.e.: resume, letter of introduction, transcripts, educator certificate) are required to verify that you meet the minimum qualifications.

For questions regarding this vacancy, please contact:

Sandy Saval  
Human Resources Business Partner  
Office of Human Resources  
(410) 313-6689  
[sandy\\_saval@hcpss.org](mailto:sandy_saval@hcpss.org)

***Equal Opportunity Employer***

HCPSS celebrates diversity and is committed to creating an inclusive environment for all employees and applicants and prohibits discrimination, harassment, and retaliation of any kind. HCPSS is committed to the principle of equal employment opportunity for all employees in providing them with a work environment free of discrimination and harassment. All employment decisions at HCPSS are based on organizational needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, veteran status or present military service, family medical history or genetic information, family or parental status, or any other characteristic protected by federal, state or local laws.