

Augsburg Fairview Academy seeks to hire an English Language Arts Teacher (1.0 FTE) for the 2026-2027 school year.

Reports to: Executive Team

Augsburg Fairview Academy is seeking a passionate, student-centered, and licensed **English Language Arts Teacher** to join our team for the 2026–2027 school year.

AFA is a small public charter high school in south Minneapolis serving students in grades 9–12. Many of our students come to us looking for a more personalized, supportive, and relationship-based school experience. We are looking for an educator who believes in the power of literacy, student voice, restorative practices, and culturally relevant teaching to help students grow academically, socially, and emotionally.

As a Teacher-Powered School, AFA offers a collaborative, familial work environment where staff can help shape school programming, systems, and culture. We value creativity, flexibility, strong relationships, and a deep commitment to equity and student success.

Mission: We are a passionate learning community dedicated to serving the academic, social and emotional needs of high school students in a safe and welcoming environment. We provide individualized options to help students successfully graduate and set clear expectations for them to explore and pursue their dreams.

Vision: AFA is committed to serving and participating in our local community, working compassionately to promote social justice and equity through education, and contributing to our intercultural family.

Essential Job Functions:

The English Language Arts Teacher will be responsible for:

- Teaching high school English Language Arts courses aligned to Minnesota Academic Standards.
- Creating engaging, rigorous, and accessible lessons that support literacy development, critical thinking, writing, discussion, and student voice.
- Building a classroom community that is safe, respectful, restorative, and focused on learning.
- Differentiating instruction to meet the needs of diverse learners, including students with IEPs, 504 Plans, Behavior Intervention Plans, and English learners.
- Collaborating with special education staff, support staff, and other teachers to support student success.
- Providing timely, meaningful feedback on student work and maintaining accurate grading and documentation.
- Using student data, progress monitoring, and classroom assessment to adjust instruction and support credit completion.
- Communicating regularly and professionally with students, families, staff, and community partners.
- Participating in AFA's Teacher-Powered Professional Partnership and partnership committees related to student attendance, achievement, engagement, and school improvement.
- Attending and participating in IEP meetings, student support meetings, academic conferences, family engagement events, graduation, and other required school events.
- Supporting schoolwide systems, including advisory/community, restorative practices, student engagement, and behavior response.
- Participating in professional development and ongoing school improvement work.
- Maintaining required records in compliance with school, district, state, and federal guidelines.
- Following all Augsburg Fairview Academy policies, procedures, and expectations.
- Providing classroom coverage or student support as assigned.
- Maintaining regular, predictable attendance and following all building safety and security procedures.
- Modeling professional boundaries, self-care, and healthy adult communication.
- Performing other duties as assigned.

Desired Qualifications:

A strong candidate will have:

- A valid Minnesota teaching license in **English Language Arts** for grades 5–12 or 9–12.
- Experience teaching high school English Language Arts.
- Strong knowledge of Minnesota English Language Arts standards and effective literacy instruction.
- Experience working with students who have experienced barriers to school success.
- Understanding of trauma-informed practices, restorative practices, culturally responsive teaching, and adolescent development.

- Ability to build strong, authentic relationships with students while maintaining clear expectations and professional boundaries.
- Experience collaborating with special education teachers and supporting students with IEPs, 504 Plans, and behavior support needs.
- Strong classroom management skills rooted in relationships, consistency, and restorative accountability.
- Excellent communication and organizational skills.
- Creativity, flexibility, patience, and a willingness to be part of a small-school team.
- Commitment to AFA's mission, vision, and belief that all students deserve a high-quality, culturally relevant, and supportive education.

Knowledge, Skills, and Abilities:

The ideal candidate will demonstrate:

- Enthusiasm for English Language Arts and the ability to make reading, writing, speaking, listening, and media literacy meaningful for students.
- Strong instructional planning and lesson design skills.
- Ability to support students in developing writing skills across genres, including narrative, argumentative, informational, reflective, and creative writing.
- Ability to help students engage with diverse texts, perspectives, and real-world issues.
- Skill in differentiating instruction and providing scaffolds without lowering expectations.
- Strong relationship-building skills with students, families, staff, and community partners.
- Ability to work collaboratively in a teacher-powered school environment.
- A commitment to equity, social justice, restorative practices, and continuous improvement.
- Flexibility and problem-solving skills in a small-school setting.
- A belief that students who have struggled in traditional school settings can thrive when they are seen, supported, challenged, and connected.

Physical Demands and Work Environment:

This position requires the ability to work in a school environment with frequent interaction with students, staff, families, and community members. The employee is regularly required to communicate, move throughout the building, operate a computer and school-related technology, and support classroom and schoolwide activities.

The position may require standing, walking, sitting, reaching, lifting, carrying, pushing, pulling, bending, and other movement associated with working in a school setting. The employee may occasionally lift or move items up to 25 pounds and may be exposed to typical school environment conditions, including moderate noise levels and student-related health and safety situations.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position.

Position Logistics:

- **Position:** English Language Arts Teacher
- **FTE:** 1.0
- **Schedule:** Monday–Friday, 7:45 a.m.–4:00 p.m.
- **Compensation:** Based on Augsburg Fairview Academy's approved salary schedule and applicable experience
- **Benefits:** Eligible for benefits according to AFA policy and employment agreement
- **School Year:** 2026–2027

Application Process

- Applications will be accepted until the position is filled.
- ONLY electronic applications will be considered. Submit a cover letter, résumé, teaching license (if available), and three letters of reference to: heidi.anderson@afa.tc

It is the policy of Augsburg Fairview Academy to provide equal employment opportunities. AFA welcomes and respects employees of all ages, races, color, creed, sex, sexual orientation, national origin, citizenship status, marital status, political or religious beliefs, family, social or cultural background, gender, gender identity, genetic information, mental health status or ability, physical ability, special education status, housing status, status with regard to public assistance, veteran status, family situation, or any other characteristic protected by federal, state, or local law and will not unfairly exclude any employee from participating in any program, deny benefits to any employee, or grant any advantage to an employee. In addition, AFA will provide reasonable accommodations for qualified individuals with disabilities.