

American Indian Language and Culture Teacher

Reports to: Executive Team

FTE: 0.5

Compensation: Based on the AFA salary schedule

Schedule: Monday–Thursday, 11:30 AM–3:30 PM and Friday, 11:00 AM–3:00 PM, with occasional additional hours for family engagement events, AIPAC meetings, field trips, or cultural programming as approved.

Augsburg Fairview Academy seeks a passionate, culturally grounded, relationship-centered American Indian Language and Culture Teacher for the 2026–2027 school year. This position will provide supplemental American Indian Education programming focused on language, culture, identity, academic growth, and postsecondary readiness for American Indian students.

The American Indian Language and Culture Teacher will help develop and deliver culturally relevant instruction rooted in American Indian history, language, literature, cultural traditions, community knowledge, and contemporary Indigenous experiences. The position will support AFA's commitment to providing American Indian students with meaningful opportunities to see themselves, their families, their histories, and their futures reflected in their school experience.

This position is intended to support and expand AFA's American Indian Education programming and will work in collaboration with school leadership, teachers, student support staff, families, community partners, and the American Indian Parent Advisory Committee.

Essential Qualifications:

- Deep knowledge of American Indian language, culture, history, literature, traditions, and contemporary Indigenous communities
- Ability to teach or support instruction in Dakota and/or Ojibwe language and culture
- Strong understanding of culturally sustaining and trauma-informed educational practices
- Ability to design engaging, experiential, and culturally relevant learning experiences for high school students
- Strong relationship-building skills with students, families, staff, and community partners
- Ability to support American Indian students' academic growth, identity development, belonging, and postsecondary readiness
- Excellent communication, organization, and collaboration skills
- Commitment to Augsburg Fairview Academy's mission, students, and restorative school culture
- Ability to work collaboratively with the American Indian Parent Advisory Committee and community-based cultural educators
- Knowledge of community resources and agencies that support American Indian students and families

Desired Qualifications:

- Valid Minnesota teaching license in American Indian Language and Culture, or ability to obtain appropriate licensure
- Dakota and/or Ojibwe language knowledge, fluency, teaching experience, or strong willingness to support language learning in partnership with fluent speakers and cultural educators
- Experience teaching American Indian language, culture, history, literature, or Native Studies
- Experience teaching in an urban high school setting
- Experience working with students who have experienced school disruption, trauma, mobility, or significant barriers to academic success
- Experience collaborating with families, Tribal communities, cultural educators, elders, and community organizations
- Experience with restorative practices, Circle of Courage, Developmental Designs, RAP, LSCI, or other relationship-based student support models
- Experience working in a charter school or small school environment
- Ability to co-plan or collaborate with special education, English language arts, science, social studies, advisory, and student support staff

Essential Job Functions:

Language and Culture Instruction

- Teach supplemental American Indian language and culture programming for eligible American Indian students
- Support instruction in Dakota and/or Ojibwe language, culture, history, literature, and traditional knowledge
- Develop lessons and learning experiences that reflect the needs, interests, cultural heritage, and lived experiences of American Indian students
- Incorporate Native-authored texts, oral histories, storytelling, art, music, land-based learning, traditional ecology, and community knowledge into instruction
- Create opportunities for students to explore identity, belonging, cultural pride, and positive self-image
- Provide experiential and project-based learning opportunities connected to American Indian culture, language, and community
- Ensure that instruction is respectful, accurate, culturally grounded, and developed in consultation with appropriate cultural knowledge holders when needed

Academic Achievement and Student Support

- Provide academic support connected to reading, writing, vocabulary development, credit completion, and graduation progress
- Support American Indian students in strengthening literacy skills through Indigenous literature, culturally relevant texts, and writing opportunities
- Monitor student progress in collaboration with teachers, advisors, counselors, and the Executive Team
- Help identify barriers to academic success and connect students with appropriate school and community supports
- Support students with goal-setting, academic planning, credit recovery, and postsecondary readiness
- Participate in student support meetings, child study/student assistance meetings, and academic or behavior conferences when appropriate

Postsecondary and Career Readiness

- Support American Indian students in exploring postsecondary pathways, including college, career, trade, military, apprenticeship, and Tribal college options
- Help coordinate culturally relevant college and career readiness activities, guest speakers, field trips, and student leadership opportunities
- Support students in developing future plans connected to their strengths, interests, culture, and goals
- Collaborate with school staff to connect students to scholarships, Native student support programs, college visits, and career exploration opportunities

Family, AIPAC, and Community Engagement

- Build and maintain strong relationships with American Indian students and families
- Collaborate with the American Indian Parent Advisory Committee to support program planning, review student needs, and strengthen family engagement
- Assist with planning and facilitating AIPAC meetings, family engagement opportunities, cultural events, and listening sessions
- Support communication between school and families of American Indian students
- Help connect families with community resources, cultural opportunities, and support services when appropriate
- Collaborate with elders, cultural educators, artists, language speakers, Tribal representatives, and community partners to strengthen programming

Intercultural Awareness and Schoolwide Collaboration

- Support staff in strengthening intercultural awareness and understanding of American Indian education, history, culture, and student support
- Collaborate with teachers to increase culturally relevant instructional practices and curriculum connections
- Provide resources, consultation, or classroom support connected to American Indian culture, language, literature, history, and contemporary Indigenous issues
- Help ensure that American Indian students are represented in curriculum, school culture, student leadership, and community-building activities
- Support a school environment where American Indian students experience belonging, dignity, visibility, and respect

Program Coordination and Compliance Support

- Maintain documentation of programming, student participation, family engagement, and progress toward program goals

- Collaborate with school leadership to monitor the American Indian Education Aid program plan and related SMART goals
- Support data collection related to academic progress, attendance, credit completion, student engagement, and postsecondary readiness
- Assist with American Indian Education Aid planning, reporting, and grant-related documentation as assigned
- Ensure programming remains supplemental and specifically connected to the needs of American Indian students
- Perform other duties within the scope of the position as assigned by the supervisor

Position Expectations

- Cultivate strong, positive, culturally affirming relationships with students
- Maintain high expectations while providing meaningful support
- Use restorative and trauma-informed practices
- Communicate consistently and professionally with students, families, staff, and community partners
- Attend required school events, including family nights, academic conferences, graduation, and other events connected to the role
- Work collaboratively as part of a small, student-centered school community
- Uphold AFA's commitment to equity, belonging, cultural relevance, and student success

Position Logistics:

- Monday - Thursday 11:30am - 3:30pm and Friday 11am - 3pm
- Compensation based on the Augsburg Fairview Academy FY27 salary schedule

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.