

## **Dual Language Immersion Founding Principal Job Description**

Saint Vincent de Paul Catholic Elementary School invites you to join them in the exciting transition from a traditional Catholic elementary school to a dual language immersion education infused with Catholic identity in order to prepare students to lead and serve as faith-filled disciples in our global community. We will embrace the NativityMiguel model offering a faith-based, holistic education to the economically disadvantaged, partnering with families, and networking with the coalition.

Our school model synthesizes a set of highly effective, research-based practices in dual language education, through full-immersion pre-school and pre-kindergarten followed by an intensive (90-10) Spanish language immersion approach. We will permeate this challenging pedagogy with an educational experience that builds faith-filled, caring teacher-student relationships, explores Hispanic and Latino and world cultures, and attends to the development of each child.

We are seeking a full-time, Founding Principal as we establish a full immersion early childhood learning program and 90-10 dual language immersion model elementary school serving kindergarten through grade 5 beginning with the 2020-2021 school year. Importantly, this position demands a professional dual language immersion educator who loves children, has impeccable instructional leadership skills, can articulate and hold high expectations for self, faculty, staff, and students, is skilled in implementing new programs, and is an energetic community builder and collaborator. The Founding Principal position demands a leader who will set the groundwork for long-term success and develop a culture and community where high quality teaching and learning, continuous development and improvement, and caring relationships are the norm.

St. Vincent de Paul is located in the Highland neighborhood, in the heart of Salem, Oregon. Salem is home to our state's capital, annual film festival, incredible Pacific Northwest and Native American art, and architecture. Salem is family-friendly, with diversity celebrating many languages and cultures. Situated on the Willamette River, there are numerous gardens, parks, trails, with year-round activities.

### **The most competitive candidates will possess:**

- Proficiency in Spanish and English (Bi-lingual and Bi-literate), including exceptional communication skills
- Master's Degree in Education (or related field)
- Oregon Administrators License (or ability to attain one)
- Five or more years of teaching experience, including a minimum 3 years in a dual-language or bi-lingual setting
- Possess an Oregon teaching License (or from another state that can be transferred)
- Understanding conditions and processes for first and second language acquisition
- Knowledge of dual immersion programming and research for effective dual-language education
- Leadership experience (in a high-performing, dual-language immersion setting, preferred)
- Passion for faith-based dual language education that celebrates faith, excellence, language, and cultures
- Personal and professional growth orientation and a commitment to community, collaboration, adult professional development, and student excellence
- Must be able to work as early as 7am or as late as 8pm.
- Will need to be fingerprinted (if not Oregon licensed), background checked, and be willing to complete Armatius training.
- CPR & First Aid Certificate

**The Founding Principal is expected to:**

- Maintain a visible and accessible presence
- Recruit, select, hire, onboard, and continuously develop faculty and staff
- Lead all aspects of the school's educational program to exceed the *Guiding Principles for Dual Language Education*, including:
  1. Full-immersion pre-school and pre-kindergarten program
  2. 90-10 two-way dual language instructional model based on evidence-based practices for grades K-5
  3. Rigorous, coherent, Catholic-identity infused, culturally-responsive curriculum
  4. Facilitate dual language immersion team planning meetings and develop teacher-leadership
- Deliver school communications and monitor classroom-level communication with current and prospective families
- Plan and coordinate family meetings and special events
- Listen to families and respond to their concerns promptly and productively
- Welcome school visitors and confidently represent our school at various meetings (school, parent, parish, board, funder, archdiocesan), meetings with partner organizations, and at special events
- As a member of the DLI Design & Implementation Team, contribute to operational vitality planning for the future of the school and growing the dual language immersion program model each year, including ensuring ongoing academic excellence, financial planning, marketing, fundraising, and board development

**How to apply:**

If you see yourself as an ambassador for dual language learning in a Catholic NativityMiguel setting, are interested in growing an excellent Catholic dual language immersion program and community experience, networking with other dual language educators across the nation, and are committed to the development of a global, service-oriented, and integrated curriculum, please apply today. Application instructions and form is at [.https://schools.archdpdx.org/principal-position-vacancies](https://schools.archdpdx.org/principal-position-vacancies)