



SPANISH TEACHER

York School, Monterey, California
Full Time

York School seeks a full-time Spanish Teacher to begin August 2026. The ideal candidate will be a dynamic educator who is passionate about delivering engaging, proficiency-oriented, and student-centered instruction.

In York's World Language Department Department, students become

- **Creative, independent thinkers** by using open-mindedness, adaptability, and intercultural skills to devise creative ways to engage with diverse perspectives.
- **Effective communicators** by using the target language in diverse situations, demonstrating cultural and contextual awareness.
- **Courageous leaders and problem-solvers** by adapting to new environments, proactively interpreting and navigating linguistic and cultural challenges in a range of experiences.
- **Global participants and community-minded citizens** by using their language skills and intercultural competencies to foster meaningful interactions and collaborative efforts with local and global communities.

Teaching Expectations:

- Ability to teach the breadth of the high school Spanish curriculum, including grades 8-12.
- Design and deliver input-rich lessons that prioritize student comprehension and maximize target language exposure at the appropriate proficiency level.
- Implement Acquisition-Driven Instruction (ADI) and Comprehensible Input (CI) strategies to foster natural language acquisition through authentic, compelling, and contextualized communication in the target language.
- Support student comprehension using a variety of scaffolding techniques such as visuals, gestures, embedded readings, personalization, repetition, and frequent comprehension checks.
- Create a classroom culture that supports acquisition by setting developmentally appropriate expectations, using clear routines, and fostering a safe, respectful environment where risk-taking in the target language is encouraged.
- Demonstrate a strong understanding of the ACTFL proficiency guidelines and use them to evaluate, track, and communicate student progress over time.
- Develop and use assessments aligned to instructional goals to meaningfully measure student growth and inform ongoing instructional decisions.
- Reflect on and refine instruction based on student needs, assessment data, and ongoing professional learning.
- Effectively integrate technology into teaching and learning.
- Commit to ongoing professional development and staying abreast of innovative, research-informed teaching practices.

- Support World Languages programming, including clubs, forums, student trips, and other related student activities.

Community Expectations:

- Contribute as an engaged, collaborative community member.
- Serve as an advisor to approximately 10 students.
- Serve on ad hoc committees, as needed.
- Participate in community events including but not limited to several evening or weekend events.
- Carry out other duties as assigned.

Qualifications:

- BA in Spanish or related field, with an advanced degree preferred.
- Teaching experience at the secondary level.

Compensation:

- Salary Range: The base salary range, which encompasses all experience levels, is \$75,000 - \$90,000. Base salary is exclusive of potential stipends or the following benefits:
 - Medical insurance - 90% employer paid employee coverage
 - Dental insurance - 90% employer paid employee and dependent coverage
 - Vision insurance - 90% employer paid employee and dependent coverage
 - Retirement: 1-to-1 match of up to 5% of earnings
 - Tax Deferred Annuity - York adds an additional 1% of total salary to earnings and employee contributes 3% to the TDA
 - Health Savings Account: \$1,000 annual contribution if HSA eligible medical plan is elected
 - 100% employer paid Long Term Disability
 - 100% employer paid Accidental Death & Dismemberment
 - 100% employer paid Life Insurance (\$50k)

Application:

York School has partnered with Dovetailed on this search. Interested candidates should email a cover letter (addressed to Heather Danishanko, World Languages Department Chair), a resume, and a list of at least three professional references consolidated as a single PDF document to Jen Powers, Recruiter, at jen@dovetailedsourcing.com.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

York School provides equal opportunity to all employees and applicants for employment without regard to race, color, religion (including religious dress and religious grooming), gender, gender identity (defined as each person's internal understanding of their gender), gender expression (a person's gender-related appearance or behavior, whether or not stereotypically associated with the person's sex assigned at birth), sexual orientation, national and (or) ethnic origin, citizenship, ancestry, age, marital status, registered domestic partner status, military or veteran status, physical or mental disability, legally protected medical condition, sex (including pregnancy or perceived pregnancy, childbirth, breastfeeding, or related medical conditions) genetic information or characteristics, or any other characteristic protected by federal or state law or local ordinance.