

DAKOTA AND/OR OJIBWE LANGUAGE INSTRUCTOR(S)

Position Description



REPORTS TO:	Senior Administrative Director of Strategic Partnerships
GROUP/FLSA STATUS:	Exempt (Professional), Regular, Full-time (depending on FTE assignment 0.5-1.0 FTE), school year contract; 189 Days
Salary Range:	\$51,000.00 – \$58,000.00
Revised:	September 2026

SUMMARY: *(Brief description summarizing the overall purpose and objectives of the position.)*

South Central Service Cooperative (SCSC) is seeking a passionate and knowledgeable Native Language Instructor to provide Dakota and/or Ojibwe language instruction to students in participating school districts across the South-Central region. The successful candidate may provide instruction in Dakota, Ojibwe, or both, depending on language proficiency and program needs.

Instruction will be delivered primarily within an interactive virtual learning environment, with in-person instruction provided at participating school districts based on district needs, scheduling, and program design. The instructor will engage students, facilitate language learning, and build relationships across both online and in-person instructional settings. Training, technical support, and ongoing professional development will be provided to support effective instruction in the virtual environment.

The instructor will collaborate with Tribal communities, Elders, school districts, and project staff to expand equitable access to culturally grounded, standards-aligned Native language learning. Instruction emphasizes oral language development, authentic language use, cultural identity, community connections, and Native language revitalization.

This position is funded by the Native Language Revitalization Grant through June 30, 2028. The primary instructional assignment is anticipated to begin after an initial period of onboarding, professional learning, curriculum preparation, and project engagement. Paid opportunities to participate in these activities, including Guidance Circle meetings, may begin as early as fall 2026. Depending on applicants' language expertise and program needs, SCSC may hire one full-time instructor qualified to teach both Dakota and Ojibwe or two part-time instructors, with one specializing in each language. The instructor(s) will be employed by SCSC and serve participating school districts across the region, with ongoing mentoring, professional learning, and collaborative support provided throughout the project.

ESSENTIAL FUNCTIONS: *(Typical tasks but not all inclusive – major duties of the position.)*

Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Native Language Instruction

- Deliver engaging Dakota and/or Ojibwe language instruction to students in grades K–12 through interactive virtual and in-person learning environments.

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The information contained in this job description is for compliance with the Americans with Disabilities Act (ADA) and is not an exhaustive list of the duties performed for this position. The individuals currently holding this position perform additional duties and additional duties may be assigned. The physical demands and work environment described here are representative of those that must be met or will be encountered while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions. This job description does not constitute an employment agreement between SCSC and employee and is subject to change by SCSC as the needs and requirements of the position change.

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- Emphasize oral language development through listening, speaking, storytelling, and authentic communication.
- Foster understanding of Indigenous language, culture, history, and Tribal sovereignty through culturally grounded instruction.
- Differentiate instruction to meet the developmental needs and language experiences of diverse learners.
- Create welcoming, culturally responsive learning environments that affirm Native students while engaging all learners.
- Build relationships and foster student engagement and interaction across virtual and in-person instructional settings.

Curriculum & Instruction

- Implement a shared scope and sequence aligned with Minnesota Academic Standards related to American Indian Tribes.
- Collaborate in the development and refinement of instructional materials, lessons, and assessments for virtual and in-person instruction.
- Contribute to curriculum development that supports consistent instruction across participating districts while honoring language and cultural traditions.
- Use technology and supplemental instructional resources to support engaging, interactive language learning centered on live instruction and authentic communication.
- Use culturally appropriate baseline, formative, and end-of-term measures to document students' growth in listening, speaking, comprehension, and authentic language use.

Regional Collaboration

- Provide instruction in virtual learning environments and travel to participating school districts for scheduled in-person instruction, meetings, and other project activities as needed.
- Collaborate with Tribal communities, Elders, fluent speakers, families, school staff, and educational partners to support culturally grounded, linguistically accurate instruction.
- Participate in Guidance Circle meetings and other community-informed planning and engagement activities.
- Participate in culturally responsive instructional observation, self-reflection, feedback, and continuous-improvement processes developed in consultation with language and community partners.
- Participate in paid professional learning, collaborative planning, curriculum preparation, language-specific mentorship, and licensure or credential support provided through the project.
- Participate in project-related conferences, symposiums, and other professional or cultural learning opportunities, as appropriate.
- Support instructional consistency across multiple districts while honoring local language and cultural traditions.

Program Development

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- Assist in developing and refining a sustainable regional model for Native language instruction across virtual and in-person learning environments.
- Support implementation of grant goals and participate in continuous program improvement.
- Maintain instructional records and documentation to support grant evaluation and reporting requirements.
- Participate in community engagement activities that strengthen relationships among Native communities, families, and schools.
- Support the development of pathways, instructional evidence, and student readiness for participation in the Minnesota Bilingual Seals Program, where applicable.

EDUCATION: *(Minimum level of education and experience required.)*

- The primary qualifications for this position include demonstrated oral proficiency in Dakota and/or Ojibwe, cultural knowledge, community recognition, and instructional experience. Formal education in Native American Studies, Indigenous Studies, Education, or a related field is valued. Equivalent combinations of education and experience will be considered.

LICENSES, CERTIFICATES AND REGISTRATIONS: *(Minimum required to perform the job.)*

- Community language speakers who demonstrate fluency and instructional readiness are encouraged to apply.
- Minnesota teaching license in American Indian Language, History, and Culture preferred.
- Eligibility for, or interest in pursuing, an American Indian Language, History, and Culture (AILHC) teaching license through the Eminence Credential pathway. SCSC will provide guidance and support to eligible candidates throughout the licensure process.
- Valid driver's license

KNOWLEDGE, SKILLS, EXPERIENCE, AND ABILITIES: *(Minimum competencies for job performance.)*

- Advanced or fluent oral proficiency in Dakota and/or Ojibwe.
- Deep knowledge of Indigenous cultures, histories, traditions, and lifeways.
- Experience teaching, mentoring, or sharing Native language with children, youth, or community members.
- Ability to create welcoming, culturally responsive learning environments for Native students with a wide range of language experience, including students who are beginning or reconnecting with their Native language.
- Strong interpersonal, communication, and collaboration skills.
- Ability to work independently and collaboratively across virtual and in-person settings.
- Ability and willingness to provide engaging, high-quality Native language instruction in interactive virtual and in-person learning environments.
- Willingness to learn and use technology and virtual instructional tools, with training, technical support, and professional development provided.
- Experience developing instructional materials and curriculum preferred.
- Understanding of oral language acquisition and culturally responsive instructional practices.
- Commitment to Indigenous language preservation, revitalization, and community partnership.

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- Ability to build and maintain collaborative relationships with Tribal communities, Elders, students, families, school staff, and educational partners.
- Ability to maintain accurate records and documentation to support grant compliance and program reporting.

ENVIRONMENT AND PHYSICAL DEMANDS: *(Physical/sensory and environmental conditions.)*

This position includes instruction in multiple school settings and travel throughout the South Central Service Cooperative region. The position also includes office and planning work utilizing standard computers and office equipment.

POSITION TYPE/EXPECTED HOURS OF WORK: *(Minimum essential factors of daily position.)*

This position includes instruction in virtual and in-person learning environments, with travel to participating school districts and other locations throughout the South Central Service Cooperative region as needed. The position also includes planning, curriculum development, collaboration, and other work utilizing standard computer and office equipment.

OTHER DUTIES: *(Potential other factors of daily position.)*

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.