



Special Education Teacher Job Description

About Monument Academy

Our mission is to empower students, particularly those who have experienced significant adversity, including involvement or risk of involvement in child welfare and/or other social service systems with the requisite academic, social, emotional and life skills to be successful in college, career and community. In addition, we aim to create an outstanding school that attracts, supports, and retains exceptional and caring people.

While many students may have been subject to adverse childhood experiences, these events do not define who they are or predetermine their trajectories. We also believe in a growth mindset, where adults and students value hard work, persistence, and the process of learning, and understand that valuing dedication and effort, not “talent” and “fixed ability,” foster a love of learning and improved outcomes both academically and personally. Our school is designed with an emphasis on personalized learning, experience-based learning, and social-emotional well-being to ensure that students with disabilities or who are English Language Learners will benefit from our school.

About the Position

As a member of the Academic Team, the Monument Academy Special Education Teacher will play an integral role in the growth of Monument Academy and the development of a robust academic program for our students. The Special Education Teacher is expected to guide students in their social, emotional, and academic development and ensure that all relevant Monument Academy staff are aware of unique student needs identified in each student’s IEP. Each student at Monument Academy, regardless of special education designation, will develop a personalized learning plan alongside his or her Teacher and the Teachers will work as a team to ensure that all students are engaged in an academic experience guided by high expectations, research-based pedagogy, and care and concern for each child’s developmental needs. The Special Education Teacher’s primary focus will be classroom instruction, and this individual will also ensure that Monument Academy is compliant with all Special Education regulations and timelines. This includes supporting some responsibilities of the Special Education Coordinator. At Monument Academy, our Classroom Teachers will act as case managers for students identified to receive special education services. The Special Education Teacher is responsible for ensuring the services are delivered with fidelity. The Special Education Teacher will collaborate with the Academic Team, the Well-Being Team, the Student Life/Residential Team, external partners and service providers, as well as with parents and students in order to provide an unparalleled and personalized academic experience. Monument Academy values the personal well-being and professional growth of our staff. The Special Education Teacher will create a personalized development plan collaboratively with the Principal and will receive weekly coaching to ensure progress toward personal and professional goals.

Key responsibilities include, but are not limited to the following:

- Promote Monument Academy's core values and model the highest behavior standards for staff and students at all times
- Create and implement personalized learning plans for each student that are data-informed and Common Core State Standards aligned.
- Deliver curricula identified by Monument Academy with fidelity and consult on strengths and challenges of the curricula
- Collaborate with the Academic Team to improve lesson plans and instructional materials
- Assist in the development of IEP goals and objectives and ensure appropriate implementation of student interventions through collaboration with the Classroom Teachers
- Utilize provided supplemental resources for intervention and enrichment and identify or create additional resources, as necessary
- Demonstrate commitment to the implementation of Positive Behavioral Supports and Interventions and Positive Action to maintain a positive, safe, productive, and child-centered learning environment
- Utilize data to assess student learning and the effectiveness of teaching practices
- Collaborate with academic team members as well as other teams within the school to share student information
- Implement student-specific interventions and track related progress for both academic and social-emotional needs
- Communicate regularly with parents and caregivers regarding student progress and challenges
- Conduct home visits with another staff member as needed
- Fully participate in professional development opportunities on and off property throughout the year
- Provide and seek feedback from other members of the Academic Team and Monument Academy staff and leadership

The qualified applicant is a positive, caring, and results-oriented Special Education Teacher. S/he is deeply committed to Monument Academy's integrated approach to supporting and educating students, which includes maintaining an inclusive classroom setting for special education instruction and a balanced focus on excellent academic instruction as well as social-emotional instruction. S/he is passionate about working with adolescents, particularly those who may require additional support to meet their unique educational and emotional needs. This individual believes that all children are capable of achieving at high levels and in the significance of making the connection between students' aspirations for their lives and careers and their education. This person also understands and models that learning, and setbacks, are opportunities for growth for both students and adults. The qualified applicant will set an example as a continuous, open-minded learner, devoted to evidence-based practices that promote student achievement and well-being. S/he will build trusting relationships with and support faculty, staff, students, and parents.

Candidates should possess the following:

Character Traits and Values

- Commitment to the mission of Monument Academy
- Passion for teaching and learning
- Emotional self-regulation, patience, maturity and humility
- Honesty and integrity
- Curiosity and creativity

- Optimism and enthusiasm
- Excellent people skills
- Respect for students, families, and staff
- Ability to accept and integrate feedback into practice
- Proactive and able to anticipate issues and manage unanticipated events with thoughtfulness and grace
- Commitment to positive behavioral approaches
- Willingness to learn and grow in a new school environment
- Thoughtful self-reflection and good self-care skills

Experience, Credentials, and Skills

- Two or more years of classroom teaching experience in an urban setting, inclusive classroom and/or co-teaching experience preferred
- Experience working with at-risk youth, foster youth, or youth with high social emotional needs highly desired
- Demonstrated ability to set ambitious goals with students and data-supported evidence that these goals were met
- Experience with the IEP process from assessment to identification and creation to monitoring and review
- Thorough knowledge of special education laws and regulations
- Cultural competence in working with students and families from different racial, ethnic, linguistic, and sexual orientation backgrounds
- Ability to connect with families/caregivers
- Excellent quantitative and analytical skills for understanding and interpreting data to inform instruction and other practices
- Outstanding verbal and written communication skills
- Outstanding organizational skills and ability to prioritize, delegate, manage time and tasks to meet deadlines
- Proven track record of working collaboratively with a team
- Meet the requirements to obtain “Highly Qualified” status for the District of Columbia under the No Child Left Behind law and IDEA
- Bachelor’s degree required. Content concentration or advanced degree in Special Education preferred

Location: Washington, D.C.

Compensation

Monument Academy offers competitive salaries, commensurate with experience. The school offers a strong benefits package that includes health care (HMO and PPO options), retirement plan, Flexible Spending accounts, and generous vacation leave for its administrators.

To Apply:

Please apply on-line and submit your resume and cover letter at www.monumentacademy.org/careers. You will be asked to create a profile, then fill out an application, including uploading your resume and cover letter. Salary and benefits are competitive, and commensurate with education, and level of work experience.

Monument Academy is an equal opportunity employer, committed to inclusive hiring and encourages applicants from all backgrounds. We do not discriminate on the basis of race, color,

national origin, marital status, religion, sex, age, sexual orientation, disability, or any other protected status. All employment decisions are made solely on the basis of the individual's qualifications, as related to the requirements of the position being filled.