

Special Education Teacher (Grades K–8)

Role

Serves as a certified instructional specialist responsible for supporting students with disabilities through the development and delivery of Individualized Education Plans (IEPs). The Special Education Teacher provides differentiated, data-informed instruction that fosters academic growth, independence, and inclusion. Rooted in ALA's mission, this role ensures all students have access to academic excellence, moral development, and a meaningful, integrated educational experience.

Authority Level:

Leads the planning, implementation, and evaluation of special education services for assigned students in accordance with IDEA and Arizona law. Holds instructional authority for direct teaching, progress monitoring, accommodations, and service coordination. Collaborates with general education teachers, families, and school leaders to ensure inclusive, equitable learning environments.

Responsibilities

The Special Education Teacher plays a pivotal role in cultivating equity and ensuring that students with disabilities achieve success in both the general education classroom and specialized settings. This work reflects ALA's commitment to honoring the dignity of every learner and equipping students with the tools, confidence, and support they need to flourish.

Individualized Instruction and Intervention

- Provide specially designed instruction to students with IEPs based on present levels of performance, learning goals, and service minutes
- Modify curriculum and differentiate instruction using multisensory and evidence-based strategies to meet diverse academic needs
- Deliver instruction across content areas including reading, writing, mathematics, and functional skills as outlined in each student's plan
- Implement behavior intervention plans (BIPs) and provide social-emotional support when needed

IEP Development and Compliance

- Develop, write, and maintain Individualized Education Plans (IEPs) in accordance with IDEA and Arizona state regulations
- Monitor student progress toward IEP goals using data and observation; update progress reports quarterly or as required
- Coordinate and lead IEP meetings with parents, teachers, service providers, and administrators to ensure collaboration and compliance

- Ensure fidelity of implementation for accommodations and modifications in both general and specialized settings

Collaboration and Inclusion

- Collaborate closely with general education teachers to support inclusive instruction and co-teaching models
- Assist teachers in implementing accommodations, modifying assessments, and managing classroom supports
- Partner with the SPED/ELL Coordinator, Academic Director, and Instructional Coach to ensure student access to rigorous, grade-level curriculum
- Participate in data meetings, team planning, and intervention cycles to promote proactive, coordinated support

Progress Monitoring and Data-Based Decision Making

- Conduct formal and informal assessments to determine student needs and progress
- Maintain detailed service logs, data sheets, and academic records to support decision-making and compliance
- Use data to drive instructional planning, groupings, and modifications that promote student achievement and self-advocacy

Parent Engagement and Advocacy

- Communicate regularly with families regarding student progress, goal updates, and classroom successes
- Foster strong partnerships with parents by building trust and providing clear, supportive communication
- Empower families to participate actively in the IEP process and in supporting their child's learning at home

Alignment with ALA's Mission and Educational Philosophy

- Support ALA's three pillars: Academic Excellence, Character Development, and Physical Fitness through accessible, inclusive instruction
- Reflect Aristotle's philosophy by nurturing each child's potential and affirming the essential dignity of learners with diverse needs
- Apply essentialist principles by focusing on the mastery of foundational skills while using constructivist strategies to support engagement, agency, and meaningful connections
- Promote character development by encouraging perseverance, resilience, and personal responsibility among students receiving special education services

Reporting Structure

Reports To: Special Education/ELL Coordinator

Collaborates With: Humanities Teachers, SPED Teachers, Specialty Teachers, Instructional Coach, Academic Director, and Special Education Contracted Service Providers

Receives Support From: Student Support Team, IEP Team, and professional development in inclusive practices and compliance standards

Special Education Teacher

Minimum Qualifications

- Bachelor's Degree in Special Education
- Valid Arizona state teaching license in Special Education
- 18 clock hours of Health and Safety Training
- CPR & First Aid Certification
- Safe Sport Certification
- Arizona IVP Fingerprint Clearance Card

Experience

- 1 year teaching experience preferred

Core Competencies

- Deep empathy and inclusivity
- Individualized Education Plan (IEP) collaboration
- Behavioral management and intervention skills
- Accurate documentation and progress monitoring
- Conflict resolution and de-escalation techniques
- Strength-based approach to student challenges
- Collaborates with families and therapists in wraparound services
- Supports exploratory learning through accommodations and adaptations