



ORTON
ACADEMY

Job Title: Lead Certified Academic Language Therapist

Reports to: Principal

Our Mission

Orton Academy makes learning accessible to students with dyslexia who experience reading and written language difficulties by providing core instruction and dyslexia therapy based upon the science of reading.

Our Vision

Orton Academy is a regional leader in education by enabling students with a profile of dyslexia to overcome the hurdles of dyslexia, dysgraphia, and dyscalculia; empowering students to become self-advocates; and providing a pathway to academic and personal success.

Our Motto

Instilling hope. Igniting purpose. Empowering to achieve.

Job Function

The Lead Certified Academic Language Therapist (CALT) is responsible for delivering structured literacy intervention, via our Take Flight curriculum, aligned with the science of reading to students with dyslexia and other language-based learning differences. This position ensures high-quality, data-driven reading remediation, fosters a positive and effective learning environment, and provides instructional support to students. Additionally, the CALT leads the dyslexia intervention program, including scheduling, training, and ongoing support for students receiving services.

Core Responsibilities

I. Program Leadership & Instructional Delivery

- Leads the dyslexia intervention program,utilizing our Take Flight curriculum, overseeing scheduling, training, and student support.
- Provides structured literacy instruction using a prescribed curriculum with fidelity to research-based methodologies.
- Develops lesson plans and instructional materials tailored to individual student needs.
- Conducts small-group and individualized interventions to support literacy development.
- Utilizes data from assessments to drive instructional decisions and monitor student progress.
- Differentiates instruction to accommodate diverse learning styles and needs.
- Collaborates with school staff to integrate literacy support across the curriculum.

II. Student Progress Monitoring & Support

- Implements progress monitoring tools and assessments to measure student growth.
- Maintains accurate records of student performance and intervention effectiveness.



- Provides opportunities for student goal-setting, self-assessment, and reflection.
- Communicates with parents, teachers, and administrators regarding student progress and instructional needs.
- Identifies students requiring additional support and collaborates with staff to provide interventions.

III. Training & Professional Development

- Provides training and support to staff on dyslexia intervention best practices.
- Coaches and mentors teachers in structured literacy instruction.
- Participates in ongoing professional development to enhance instructional expertise.
- Stays current on research and best practices in dyslexia therapy and literacy intervention.

IV. School & Community Engagement

- Establishes positive relationships with students, staff, and families to foster a collaborative learning environment.
 - Supports school-wide literacy initiatives and dyslexia awareness efforts.
 - Contributes to a positive school culture by maintaining high expectations for student achievement and behavior.
 - Ensures compliance with school policies, procedures, and regulatory requirements.
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Qualifications

Education & Training:

- Bachelor's degree required; Master's degree preferred.
- Certified Academic Language Therapist (CALT) required
- Preference for candidates with Qualified Instructor (QI) certification or willingness to pursue QI certification.

Experience:

- Successful teaching experience in a school setting.
- Experience providing structured literacy intervention to students with dyslexia.

Knowledge, Skills & Abilities:

- Expertise in structured literacy instruction and dyslexia intervention.
 - Strong ability to differentiate instruction and adapt curriculum for diverse learners.
 - Advanced oral and written communication, collaboration, and organizational skills.
 - Experience using data-driven instructional strategies to support student progress.
 - Proficiency in using assessment tools for progress monitoring and decision-making.
 - Ability to train and mentor other educators in literacy instruction.
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Work Environment & Physical Demands

- Work is performed in a classroom setting.
 - Occasional lifting of up to 25 pounds may be required.
 - Reasonable accommodations may be made for individuals with disabilities.
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Salary, Benefits, and Terms

- Salary: \$60,000-\$70,000/annually
 - Benefits:
 - Paid time off.
 - 100% employer paid plans offered for employee health, dental and vision
 - 401(K) with a 100% match up to 5% of compensation; please note: this is **not** a PERA-eligible position
 - Job Type: Full-Time, Exempt.
 - Full time, exempt position.
 - Location: 3115 Larkspur Drive, Colorado Springs
 - Work year and hours shall be those established by Orton Academy.
 - Performance evaluations will be conducted in accordance with school policy.
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Equal Employment Opportunity

Orton Academy seeks to comply with applicable laws prohibiting discrimination in employment on the basis of race, religion, creed, color, national origin, sex, age, sexual orientation, or disability.

The Board of Directors at Orton Academy has contracted with Minga Education Group (MEG) to provide employment services for all staff that work at Orton Academy. Through this partnership, MEG provides OA with employment services, a personnel system for human resources, benefits, payroll services, as well as access to a 401(k) plan. For naming purposes, Minga Education Group is the employer.