



NOW HIRING for 2025-2026

Full-Time Special Education Teacher

Do you crave a diverse learning environment in the city center, made up of a crew that believes in deeper learning, provides coaching and robust professional development for teachers, and takes learning beyond the classroom and into the real world?

[The Downtown Denver Expeditionary School](#) (DDES) is a K-5 public charter school in the portfolio of Denver Public Schools. DDES was founded by a group of parents, community members, and business leaders seeking a high-performing [EL Education](#) (formerly Expeditionary Learning) school to serve a diverse range of families who live, work, or learn in downtown Denver. DDES is one of 33 credentialed schools in a national network of more than 150 schools that work together with EL Education to challenge students to think critically and take active roles in their classrooms and communities, resulting in higher achievement and greater engagement in school.

Our Approach

- **The city is our campus:**
Students interact with their community through [fieldwork and service-learning](#).
 - **Real-world learning:**
Students grapple with real-world problems through [multi-subject learning expeditions](#) and produce high-quality work to present to authentic audiences.
 - **Whole Child Education:**
[Social-emotional learning](#) (SEL) and character development are core components of our curriculum, emphasized in daily Crew blocks, restorative practices, and adventure trips for all grade levels.
 - **Robust Student Support:**
We prioritize small classes, mental health services, intervention teams, and inclusive special education programming.
 - **Diverse by Design:**
DDES is committed to becoming a fully integrated K-5 public school, both racially and socio-economically. We focus on anti-racist practices, culturally responsive curriculum, and partnerships with BIPOC professionals to enrich our students' learning.
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Position Overview

The **Special Education Teacher** works closely with crew leaders, administrators, specialists, and other DDES staff to support students with disabilities, ensuring alignment with the principles of EL Education and DDES's mission. The Special Education Teacher sets rigorous academic goals for students and collaborates with crew leaders to plan and provide support through both pull-out and push-in services. As the lead case manager for IEP evaluations, service delivery, and progress monitoring, you will collaborate with IEP team members such as speech-language pathologists, occupational therapists, and mental health professionals to ensure that every student receives the support they need.

Impact

As a **Special Education Teacher** at DDES, you will play a crucial role in shaping the educational experiences of students with disabilities. Your work will ensure that every student receives individualized support, allowing them to engage fully with their peers and the broader school community. By helping students meet their goals academically, socially, and emotionally, you will foster their independence and success both in school and in life.

Primary Responsibilities

- Teach special education students through individualized and small group instruction, as well as inclusion in the general education classroom.
 - Develop and monitor IEPs in collaboration with IEP team members.
 - Create individualized lesson plans and adapt teaching methods to meet students' needs.
 - Administer and interpret both formal and informal assessments.
 - Communicate regularly with parents/guardians, crew leaders, specialists, counselors, and administrators to support students' behavioral and academic needs.
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Compensation & Benefits

- **Salary range:** \$52,450 - \$77,000/year (based on experience/hard to fill).
 - **Multiple pathways to salary increases**, not solely based on advanced degrees.
 - **Step and lane system** that rewards dedication, commitment, and mastery of knowledge/skills.
 - **Comprehensive medical and dental plan:** 100% paid by DDES.
 - **PERA retirement plan:** With employer contributions.
 - **Short-Term Disability:** 100% paid by DDES (long-term optional).
 - **Paid parking/commuter costs:** 100% covered by DDES.
 - **Generous paid time off:** 10 days PTO, plus 25 days of paid vacation/holidays.
 - **Vision care, PERA 401k option, and PERA life option available.**
 - **Free on-site aftercare and summer camp:** If your child attends DDES.
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Professional Growth & Development

- Two-week summer PD institute.
 - Early release Fridays for weekly PD.
 - Individual goal-oriented peer coaching.
 - Autonomy in lesson design and planning.
 - Pathways to leadership development and opportunities for external PD through EL Education.
 - Restorative practices training and Neurosequential Model in Education training.
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Our Culture

At DDES, we don't just accept differences — we celebrate them, support them, and thrive on them for the benefit of our employees, students, and community. DDES seeks to recruit individuals of diverse backgrounds and support the retention and advancement of Black, Indigenous, and People of Color (BIPOC) within our organization. We are inclusive of people regardless of race, ethnicity, national origin, gender, sexual orientation, socioeconomic status, marital status, age, physical abilities, political affiliation, or religious beliefs. All employees are valued, included, and supported.

Ideal Candidates Will Possess:

- A commitment to continuously improving teaching and school culture through professional development, coaching, and inquiry.
- Evidence of implementing instructional practices that increase student learning and growth.
- A passion for diversity, equity, and inclusion, and the creation of culturally responsive classrooms.
- The ability to collaborate with a high-performing team and have open, honest conversations.
- A deep alignment with the core principles of EL Education and a commitment to deeper learning.
- Strong relationships with students and a focus on family engagement.

Necessary Qualifications:

- Bachelor's degree.
- Possess a Colorado teaching certificate in Elementary Education with appropriate Special Education endorsements.
- Ability to pass state, federal, and Facility Child Abuse and Neglect (TRAILS) criminal background checks.

Does it sound like a fit?

DDES engages in a recruiting process involving initial and secondary phone interviews, in-person interviews, demonstration lessons, group interviews, and background and reference checks.

To **initiate the process**, please submit a **DDES General Application**, and we will be in touch soon.

 **Application Link:** [Apply Here](#)

You will need the following to complete the application:

- **Updated resume.**
 - **If available, a 15-minute video of a class lesson**, including a portion of your leading whole-class instruction (not required but highly encouraged).
 - **30 minutes to answer long-form application questions.**
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