



**Job Title:** Lead Special Education Teacher

**Reports to:** Principal

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**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 will become 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**

Orton Academy is a small, student-centered school that values close-knit relationships, individualized instruction, and a strong sense of community. The Lead Special Education Teacher plays a vital role in this collaborative environment, supporting students with disabilities by modeling best practices, mentoring teachers, and facilitating multidisciplinary teams to ensure student success.

This position emphasizes inclusive education, ensuring students receive high-quality instruction, social-emotional and behavioral support, and services that align with state and federal regulations (IDEA, Section 504). As part of a small school setting, the Lead Teacher will have the opportunity to build strong relationships with students, families, and staff, fostering a supportive learning environment where every student is known, valued, and given the tools to succeed.

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**Core Responsibilities**

**I. Teaching & Providing Interventions (Academic & Behavioral)**

- Deliver direct instruction in small-group and one-on-one settings for students requiring additional support in reading, writing, and math.
- Implement targeted academic interventions for students with dyslexia, dyscalculia, dysgraphia, and executive functioning challenges.
- Utilize multisensory, structured literacy, and explicit math instruction methods to support diverse learning needs.
- Develop and implement behavioral intervention plans (BIPs) and classroom behavior support in collaboration with teachers and support staff.
- Provide social-emotional and executive functioning interventions to help students manage emotions, improve focus, and build self-regulation skills.



- Use data-driven decision-making to monitor student progress, adjust interventions, and ensure measurable growth.

## **II. Mastery & Modeling of Special Education Practices:**

- Demonstrate expertise in instructional strategies for students with disabilities, particularly those with dyslexia, ADHD, and social-emotional needs.
- Model evidence-based interventions and differentiated instruction for special and general education teachers.
- Assist in the development of individualized learning strategies that align with student strengths and needs.

## **III. Mentorship & Professional Development:**

- Provide one-on-one mentorship to special education teachers and collaborate with general education staff to support student success.
- Facilitate teacher learning communities focused on special education best practices and legal compliance in Colorado.
- Offer training on inclusive teaching methods and behavioral strategies tailored to the small school setting.

## **IV. Facilitating Multidisciplinary Teams & Collaboration:**

- Lead and facilitate multidisciplinary team meetings, including special educators, general educators, therapists (speech, occupational, physical), school psychologists, and counselors.
- Ensure collaborative problem-solving to address students' academic, behavioral, and social-emotional needs.
- Guide the team in developing integrated intervention plans, ensuring consistency and alignment across all areas of student support.
- Serve as a liaison between special education staff, general educators, therapists, administrators, and families to ensure coordinated services and student success.

## **V. Social-Emotional & Behavioral Support in the General Education Setting:**

- Support the implementation of Positive Behavioral Interventions and Supports (PBIS), Restorative Practices, and Social-Emotional Learning (SEL) strategies to help students thrive in the general education environment.
- Assist teachers in developing Tier 1 classroom management strategies and behavior intervention plans (BIPs) that support students with emotional and behavioral needs.
- Promote self-regulation, executive functioning, and coping strategies for students struggling with behavioral and emotional challenges.
- Collaborate with external partners to integrate mental health support into classroom instruction.

## **VI. Compliance & IEP Support:**

- Ensure adherence to IDEA, Section 504, other federal and state mandates, and authorizer policy and procedures in all aspects of service delivery.
- Guide teachers through the IEP development and implementation process, ensuring goals are data-driven and



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student-centered, and appropriate to their individual needs.

- Maintain accurate and timely documentation for IEPs, progress monitoring, and intervention plans.
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## Qualifications

### Education & Training:

- Bachelor's or Master's degree in Special Education or a related field.
- Certification: Valid Special Education Teaching License (or eligibility to obtain one), additional certificates preferred
- Preference for candidates with specialized training in dyslexia, dyscalculia, dysgraphia, ADHD, and executive functioning challenges.

### Experience:

- Minimum 5 years in special education, with a focus on instructional coaching, teacher mentorship, and leading multidisciplinary teams.
- Experience providing structured academic and behavioral interventions to students with identified disabilities
- Strong understanding of IDEA, Section 504, IEP processes, social-emotional learning, behavior management strategies, and team facilitation.
- Demonstrated ability to collaborate with teachers, administrators, and multidisciplinary teams in a small school environment where relationships and individualized support are key.

### Knowledge, Skills & Abilities:

- Expertise in learning differences, including dyslexia, dyscalculia, dysgraphia, ADHD, and executive functioning challenges.
  - Strong advocacy for students with learning differences, ensuring equitable access to education.
  - Knowledge of evidence-based interventions and instructional strategies tailored to various learning profiles.
  - Experience with assistive technology and accommodations to support students with disabilities.
  - Ability to coach and mentor teachers in best practices for inclusive education.
  - Leadership in multidisciplinary teams, ensuring a collaborative approach to student success.
  - Deep understanding of IDEA, Section 504, IEP development, and compliance requirements.
  - Strong collaboration and communication skills with teachers, administrators, families, and support staff.
  - Familiarity with social-emotional learning (SEL) approaches and behavior management strategies.
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## Work Environment & Physical Demands

- Work is performed in a classroom setting.



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- 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
    - 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: Permanent, 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.