



Detroit Achievement Academy exists to holistically support the education and development of students who have the determination, drive, and skills to shape their own path of high achievement with the ultimate goal of creating civically engaged, joyful citizens who are ready to change the world.

POSITION OVERVIEW: SPECIAL EDUCATION TEACHER

The Special Education teacher at Detroit Achievement Academy is responsible for the education of each student assigned to his or her caseload, and is responsible for working with students, parents, other teachers and staff, and the Principal towards achieving the mission and goals of Detroit Achievement Academy. The Special Education Teacher is responsible for ensuring all students with disabilities receive a high quality education aligned with his/her personal goals both inside the general education classroom and through pull-out instruction. The Special Education Teacher reports to the Principal.

WHAT IT MEANS TO WORK AT DETROIT ACHIEVEMENT ACADEMY & DETROIT PREP:

- Being part of a creative and innovative mission-driven small school culture
- Serving as a leader of one of Detroit's most successful schools
- Working in a culture that sets students first and removes obstacles to improvement
- Working alongside a dynamic team of teachers driven by the improvement of their craft
- Being an active participant in our school culture and environment
- Having a deep commitment to social justice and equity for all children
- Engaging in significant curriculum development work
- Working hard to provide results for our students
- Welcoming visitors who are interested in our school
- Being challenged to examine your work in order to increase student achievement
- Engaging in a deep and meaningful way with the parents/guardians of all students at Detroit Achievement Academy
- Having extraordinarily high expectations for all students, staff, and faculty at Detroit Achievement Academy
- Being supported by your peers, Principal, Head of School, Executive Director, and Board

PRIMARY RESPONSIBILITIES

Curriculum/Instruction/Assessment

- Implement the principles and components of Expeditionary Learning and the Responsive Classroom model. Teachers in their first year at Detroit Achievement Academy are expected to commit to learning these models by attending various professional development meetings and conferences held throughout the summer and school year.

- Develop and deliver specialized instruction in the classroom and outside the classroom during academic periods designed to help students meet grade-level standards and achieve personal learning goals
- Develop IEPs for special education students
- Ensure the records for each identified student are up to date and well-organized, and contain necessary progress notes and assessments
- Modify assessments and classwork for students with special needs
- Assess student progress against IEP and other goals and use data to plan for instruction
- Support students with completing portfolios and meeting passage requirements
- Collaborate with staff and students to implement consistent structures and develop traditions

Social Curriculum/School Culture

- Create and maintain a physically and emotionally safe environment for students. Communicate respectfully to students at all times. Model, practice and discuss respectful, unbiased and effective communication with students.
- Uphold and support the school-wide discipline policies. Document serious and less serious infractions to the policies and seek help and support from colleagues and administrators when discipline concerns arise.
- Structure an environment that is developmentally appropriate, student-centered, print-rich and well organized.

Collaboration, Collegiality and Professionalism

- Meet and plan at least weekly with teachers teaching Special Education students to ensure consistency of program and curriculum implementation.
- Seek to resolve conflicts with colleagues as soon as they arise using the DAA staff norms. Seek support from the Principal when needed.
- Be open to visits from other teachers, administrators, family members, prospective families and visitors to the school in ways that are not disruptive to student learning. Involve students in welcoming visitors and communicating about the program.

Professional Development

- Participate in weekly Professional Development meetings and contribute to sessions by sharing ideas and student work, offering feedback, and facilitating some sessions or discussions.
- Participate in a two-week summer professional development before students begin in the fall.

Parent Communication and Involvement

- Assist lead teachers in conducting student led conferences with parents 3 times per year for the purpose of sharing assessments and student work and making recommendations. Support students in sharing work with their parents.
- Keep parents informed about classroom activities and units of study through ongoing communication.
- Support parents in understanding the instructional approach at Detroit Achievement Academy through regular communication. Assist with planning and facilitating at least one parent workshop per year.

Other Professional Responsibilities

- Attend and participate in school events. Teachers will be asked to attend at least four community meetings or events per year.

- Check voicemail and email daily and respond promptly to requests from parents, administrators and colleagues.
- Supervise students during lunch and recess times according to an agreed upon schedule.

QUALIFICATIONS

- **Dedication to our mission:** A steadfast belief that all students can achieve at the highest levels, regardless of demography.
- **Determination:** A willingness to make things happen and a sense of urgency around educational equity for all students.
- **Strong communication:** The ability to communicate in a direct and sensitive fashion with students, parents, and colleagues.
- **Team player:** A desire to work in a team-oriented environment and collaborate with colleagues.
- **Growth mindset:** An ability to receive frequent feedback with humility and a strong desire to grow and develop as a leader.
- **Reflective attitude:** An ability to constantly reflect on student data as well as personal areas of strength and growth.
- **Flexibility:** Willingness to work in an ever-changing field and face challenges with a positive attitude
- **Professional integrity:** A personal alignment with the values and ethical standards of Detroit Achievement Academy.
- Bachelor's degree (required), Master's Degree (preferred)
- At least three years prior teaching experience (required)
- Experience in an EL school or project based environment (strongly preferred)
- At least two years in a leadership position, including direct leadership/management of adults (required)
- Strong technical skills required, including knowledge of and comfort with Google suite of tools (e-mail, calendar, Drive, etc.)

To apply, submit a cover letter and resume to: adrian@detroitachievement.org

Detroit Achievement Academy is dedicated to equal employment opportunities and fair labor practices.

Detroit Achievement Academy provides equal employment opportunities to all individuals based on job-related qualifications, and the ability to perform a job without regard to gender, age, race, color, religion, national origin, sexual orientation, veteran status, marital status, or disability. It is our policy to maintain a non-discriminatory environment free from intimidation, harassment or bias based upon these grounds.