



Job Title:	SPED Teacher	Reports to:	Upper School Principal
School:	Upper (Yellowstone College Prep)	Position Type:	Full-time, Exempt
Salary:	Commensurate with experience	Calendar:	10-Month

Job Description

Qualifications

- Bachelor's degree required
- Teaching Certification required
- Prior experience working in a Title 1 school community is preferred

Organizational Overview

Founded in 2001 and rooted in the Christian faith, Yellowstone Schools collectively educates 600 children in Pre-K through 10th grade and will grow a grade each year to serve 12th grade by 2026. Yellowstone partners with students and families—regardless of financial means—to provide a life-changing education, develop a strong moral foundation, and prepare scholars for life beyond high school. The K-12 campus is located in the Third Ward, one of Houston's oldest historically Black neighborhoods.

Most students served live in communities without access to strong educational opportunities. With classes ranging in size from 16 to 20, our students experience a rich academic and co-curricular model while receiving bus transportation, two meals a day, and access to a comprehensive student support program.

Yellowstone Schools consists of a cooperative of two school systems: a lower school (a private Christian school serving PreK-5th grade) and an upper school (a tuition-free, public charter school growing to serve 6th-12th grade). The lower school and upper school are distinct legal and financial entities with separate governing boards. The name Yellowstone Schools reflects each school system's shared mission, vision, values, culture, and leadership. Each school complies with all applicable federal and state laws.

Position Overview

Under the direction of the Principal and Director of Special Populations, the Licensed Special Education Teacher develops and provides specialized instruction to meet the unique needs of students with disabilities; evaluates and assesses student progress against instructional objectives; follows State mandated due process procedures and functions as IEP Manager to assigned students.

Essential Qualities

- Ability to deliver high-quality instruction using a variety of technology applications and platforms
- Ability to navigate web-related applications and technology
- Commitment to the mission and culture of Yellowstone Schools
- Openness to giving and receiving frequent feedback
- Ability to maintain emotional control under stress

- Ability to work urgently in a fast-paced and results-oriented environment
- Ability to juggle multiple tasks and initiatives at once
- A dedication to learn, grow, and develop as a professional
- Thorough knowledge of the principles, practices and procedures of special education and specialty area
- Thorough knowledge of the principles and methodology of effective teaching of students with disabilities
- Ability to establish and maintain effective working relationships with children, students, parents, staff, administration, and other stakeholders
- Knowledge and skills in working with children with behavior and emotional disabilities

Essential Duties

- Provide research-based specialized instruction to address the instructional goals and objectives contained within each student's IEP
- Assess student progress and determine the need for additional reinforcement or adjustments to instructional techniques
- Employ various teaching techniques, methods, and principles of learning to enable students to meet their IEP goals
- Develop and implement annual Individualized Educational Program (IEP) plans for students to include: present levels of educational performance, special education needs, instructional goals and objectives, and the special education and related services required to meet those goals
- Schedule team meetings and work cooperatively with Child Study Team members and others in developing instructional goals and strategies
- Coordinate the delivery of special education services aligned to each student's IEP
- Create a positive learning experience with emphasis in individualized instruction using appropriate sources
- Serve as primary contact for the parent
- Conduct special education evaluations and reevaluations
- Provide direction, supervision, and evaluation of instructional assistants as directed
- Comply with School Board policies and all state and federal rules and regulations
- Complete all district and state reporting requirements
- Establish and maintain student control and discipline in the classroom, school premises, or during school activities
- Employ and implement classroom structure and consistency to encourage student responsibility, cooperation, and mutual respect consistent with district policies and procedures
- Collaborate and consult with educational professionals and community service providers (i.e., social services, public health, medical providers etc.) regarding the needs of students
- Provide consultation to classroom teachers regarding classroom accommodations, instructional modifications, adaptive equipment, behavior modification plans, and other similar instructional interventions to meet the needs of students with disabilities
- Perform other comparable duties of a like or similar nature apparent or as assigned

Work Environment & Physical Demands

The work environment can be very active and deal with a wide variety of challenges, deadlines and a varied and diverse array of contacts. The physical demands described here

are representative of those that must be met by an employee to successfully perform the essential functions of this job. The employee will primarily work in a traditional climate-controlled office environment. The employee must occasionally lift and/or move up to 25 pounds. While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel and talk or hear. The employee is frequently required to stand; walk; sit and reach with hands and arms. The employee is occasionally required to climb or balance and stoop, kneel, crouch, or crawl. Specific vision abilities required by this job include close vision, distance vision, depth perception, color vision and ability to adjust focus. Occasionally, the employee may work intermittently in outside weather conditions, including extreme heat and cold; specifically for events. The noise level in the work environment is usually moderate.

Compensation and Benefits

Base salary will be commensurate with qualifications and experience. Yellowstone Schools offers a competitive benefits package that includes medical (including HSA), dental, and vision insurance, retirement savings options, \$50K employer-paid life insurance, supplemental life (short-term disability insurance, cancer, hospital, accident), EAP, wellness day off and generous paid time off program, and 10-weeks paid parental leave.

Yellowstone does not refuse to hire, terminate, or otherwise discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of race, color, sex, or national or ethnic origin.