

Position Title: Special Education Teacher

Reports To: Principal or designee

Job Goal: To guide students in becoming self-sustaining learners capable of fulfilling their own intellectual potential, social and emotional growth; and, to direct students toward essential learnings.

Preparation, Experience, Skills:

- Minimum of a bachelor's degree from an accredited college or university.
- An Iowa teaching certificate and proper endorsements for the level and area assigned (prior to first day with students).

Principle Duties:

- To align and direct instruction and curriculum toward the district's mission, vision, priorities, outcomes, standards, and customer pledge.
- To maintain a current Individual Education Plan (IEP) that is designed to meet individual student needs, interests, and abilities in compliance with the rules and regulations regarding students with special needs.
- To advocate for the needs and rights of students.
- To employ research-based and best practice instructional methods and materials to meet stated standards, criteria, and outcomes.
- To design and deliver student assignments, projects, products, and performances based upon researched principles of learning.
- To measure, evaluate, and assess student performance on a regular basis and report progress and improvement.
- To diagnose student needs on a regular basis.
- To establish and maintain ongoing two-way communication with students and their parents concerning the academic and behavioral progress of all students.
- To implement and enforce all school policies and regulations, to develop reasonable rules for classroom behavior, and to implement procedures to maintain order in the classroom
- To improve professional competence through ongoing and current district and self-improvement priorities, actions, and external feedback.
- To establish and contribute to collaborative relationships with others.
- To participate in staff meetings, serve on committees, and contribute to staff development/in-service learning.
- To respect the confidentiality rights of students, parents, and colleagues related to school performance.
- To display professional ethics and behavior.
- To perform other duties as assigned by the building principal.

Physical Demands: *(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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.)*

While performing the duties of this job, the employee is regularly required to sit, stand, speak, hear, see, and walk to carry out routine duties. Must be able to bend arms, torso, and neck. Must be able to occasionally lift, move, or push items of 50 lbs such as assisting children or moving/rearranging furniture. Specific vision requirements include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus. Must be able to supervise students in all types of weather, meet multiple demands from several people, and interact with the public and other staff.

Work Environment: *(The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.)*

Noise level is quiet to loud. Work may be indoors and/or outdoors. Work may be in non-air conditioned rooms. Tobacco and alcohol-free environment. Fast-paced atmosphere with constant contact with students, staff, or the public. May include evenings. Direct responsibility for the safety, well-being, and work output of students.

The statements in this job description are intended to describe the general nature and level of work being performed by individuals assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel in this position. These statements are not intended to limit or in any way modify the right of any supervisor to assign, direct, and control the work of employees under his or her supervision

Terms of Employment:

- 190-day contract.
- Salary and benefits per negotiated agreement.

Date of Revision: 2/23/2016
1/29/2026

It is the policy of the College Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the Executive Director of Human Resources 401 76th Ave SW, Cedar Rapids, IA 52404

Contact phone: 319-848-5246