



318 East Basin Road  
New Castle, Delaware 19720

## You belong in the Power of WE!

Excellent teachers make excellent schools. That's why we are relentless about hiring top educators who can provide **high-quality instruction** and **build authentic, loving relationships** with students.

Position: Elementary Special Education Teacher - Special Program  
Location: Southern Elementary School  
State Date: August 19, 2025  
Reports to: Principal  
Compensation: Refer to current teacher salary scale on District website  
Work Year: 10 months

### POSITION GOAL:

The goal of the Special Education Elementary Teacher is to provide high-quality, specialized instruction that enables students with disabilities to make meaningful academic, social, and emotional progress. This position aims to create an inclusive and supportive learning environment where diverse learners can develop the skills needed for academic success and increased independence while fostering positive relationships with students, families, and colleagues. The Special Education Teacher is responsible for planning,

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Note: Incomplete application packages will not be considered.

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- Early Childhood
- Leadership & Learning
- Innovation
- Access & Opportunity

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organizing, and delivering instruction based on the approved curriculum and Common Core State Standards to help students move towards academic proficiency.

### **MINIMUM REQUIREMENTS:**

The requirements listed below are representative of the knowledge, skill and/or ability required:

1. Must be eligible or hold valid State of Delaware certification as a Teacher of Elementary Grades (or Early Childhood Teacher) and Teacher of Exceptional Children.
2. Acceptable Criminal Background Report and no entries on Child Abuse Registry in the State of Delaware.
3. Successful completion of required Praxis II tests and student teaching placement.
4. Bachelor's degree from an accredited college or university. Master's degree preferred.
5. Knowledge and skills in working with students with disabilities.
6. Ability to establish and maintain effective working relationships with students, parents, staff, administration, and the general public.
7. Show evidence of knowledge regarding evidence and research-based strategies known to be effective in promoting student learning and achievement for students with disabilities.
8. Demonstrates sensitivity to issues impacting various cultural, ethnic and socioeconomic groups
9. Proficient in Technology, such as Microsoft and Google Applications, Classlink, Schoology, Infinite Campus, etc.
10. Demonstrates understanding and ability to perform job related tasks.
11. Regular attendance is an essential function of the position
12. Must be able to teach/serve students remotely and in person depending on the

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needs of their students.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

To perform this job successfully, an individual must be able to satisfactorily perform the essential duties and responsibilities related to the District. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Develop and implement Individualized Education Programs (IEPs) based on student assessments and needs.
2. Design and deliver specialized instruction aligned with curriculum standards and IEP goals (including BIPs).
3. Differentiate instruction using various teaching strategies and methodologies to address diverse learning styles.
4. Implement evidence-based interventions to address academic, behavioral, and social-emotional needs.
5. Regularly assess student progress using formal and informal measures to evaluate IEP goal achievement.
6. Develop and deliver weekly lesson plans and instruction that contain all of the required components and utilizing appropriate resources, computers, audio-visual aids, equipment materials technology and instructional strategies to supplement instruction and presentations.
7. Provide differentiated instruction based on the student's individual level of functioning and preferred learning modalities.
8. Plan and supervise paraprofessionals, volunteers, class projects, field trips visits by guest speakers or other experiential activities and guide students in learning from those activities.
9. Plan and conduct activities for a balanced program of instructions,

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demonstrations, and work time that provide students with opportunities to observe, question, and investigate.

10. Develop and implement a classroom management system.
11. Provide a positive role model of appropriate and respectful interactions with students and staff.
12. Develop, teach, and review clear and concise classroom rules, routines procedures and expectations.
13. Follow the strategies and requirements for effective behavior management, Non-Violent Crisis Intervention Training.
14. Administer appropriate and required informal and formal assessments based on student needs and State Regulations (SBAC, ELA)
15. Collect and interpret data and utilizes it to modify instruction, content, and to report progress to parents and the school district.
16. Establish and maintain a cooperative and professional relationship with peers, support staff, parents, administration, agency staff and school district staff.
17. Comply with Federal, State and Local Regulations and Policies.
18. Accurately complete all required paperwork within the designated timeline.
19. Utilize all available resource materials (i.e. Employee Handbook, District website, Collaborative Agreement, Professional Code of Conduct, Administrative procedures, School District Board Policies, etc.) to complete required paperwork maintain professionalism and to avoid potential violations/noncompliance.
20. Cooperate with Federal, State and Local Agency Personnel during Alternative Education and/or Special Education Compliance Monitoring and/or dispute resolution activities.
21. Remain current in certification research, instructional strategies & technology
22. Attend in-service programs, mandated trainings and self-selected workshops

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conferences, courses, etc.

23. Read journal articles investigates internet resources and collaborates with other professionals and/or mentors.
24. Keep certification current and active by monitoring status, including clock hours, on the DEEDS website.
25. Perform other duties/responsibilities as assigned by the building principal and/or supervisor.

### **PHYSICAL DEMANDS:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential duties and responsibilities 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 use hands and/or fingers to handle, or feel; reach with hands and arms; talk or hear; and taste or smell. This job requires repetitive stooping, twisting and bending. The employee frequently is required to stand, walk, and sit. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

### **Pre Employment Requirements:**

1. Criminal Background Check - must be less than 1 year old
2. TB Test Results - must be less than 1 year old
3. Copy of Social Security Card - required by the State of Delaware
4. I-9 Form with appropriate forms of identification
5. Child Protection Registry

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\*These items must be completed prior to your start date; they should be completed immediately.

## Why Apply in Colonial

When you apply, you will have:

- *The opportunity to teach with a very knowledgeable, high-achieving and fun school team.*
- *An innovative and diverse work atmosphere.*
- *The ability to grow and learn in a considerate, and open-minded culture with supportive school colleagues.*
- *Access to new and exciting technologies to use in your classroom daily.*
- *A competitive salary with generous benefit packages.*
- *The opportunity to make an impact on the lives of students and families daily in Delaware.*

## HOW TO APPLY:

Interested candidates who meet the qualifications may apply by completing an employment application at <http://applitrack.com/colonial/onlineapp> no later than 11:59 pm on the closing date. A resume and teaching certification are required for external candidates and for internal candidates, resume is required.

Applicants needing special accommodations in the application process of this vacancy announcement may contact the Human Resources Division at (302)323-2712.

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**e posting has been active for five (5) days.**

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