



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:	Teacher - Special Education (Self-Contained Classroom)
Location:	George Read Middle School
State Date:	August 2025
Reports to:	Principal
Compensation:	Refer to current teacher salary scale on District website
Work Year:	10 months

### POSITION GOAL:

To create and sustain an educational environment conducive to the fulfillment of the District's Mission so that maximum positive impact on the education of children can be realized. A teacher is responsible for planning, organizing, and delivering instruction based on the approved curriculum, Common Core State Standards, and Dynamic Learning Map standards to help students progress toward their individualized learning goals.

### MINIMUM REQUIREMENTS:

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

1. Must be eligible or hold State of Delaware Certification Exceptional Children K-12 And an additional certification (elementary or content)
2. Passed Praxis II - in the above areas
3. Bachelor's degree or Master degree
4. Student Teaching
5. Proficient in Technology, Microsoft Office Applications, Children's Educational Software etc.
6. Demonstrates sensitivity to issues impacting various cultural, ethnic, and socioeconomic groups.
7. Show evidence of knowledge regarding practices known to be effective in

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- promoting student learning while shows evidence of knowledge while increasing student achievement
- 8. Demonstrates understanding and ability to perform job related tasks.
- 9. Regular attendance is an essential function of the position
- 10. Acceptable Criminal Background Report and no entries on Child Abuse Registry in the State of Delaware.
- 11. Must be able to teach/serve students remotely and in person depending on the 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 (emphasizing DLM standards, vocational & daily living skills) and IEP goals.
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. Regularly collaborates with colleagues including related services providers, paraprofessionals, Special Education Coordinators to align and deliver services to students.
7. Maintains frequent contact with families.
8. 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.
9. Provide differentiated instruction based on the student's individual level of functioning and preferred learning modalities.
10. Plan and supervise paraprofessionals, volunteers, class projects, field trips, and visits by guest speakers or other experiential activities, and guide students in learning from those activities.
11. Plan and conduct activities for a balanced program of instruction, demonstrations, and work time that provide students with opportunities to observe, question, and investigate.
12. Develop and implement a classroom management system.

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13. Provide a positive role model of appropriate and respectful interactions with students and staff.
14. Develop, teach, and review clear and concise classroom rules, routines procedures and expectations.
15. Follow the strategies and requirements for effective behavior management, Non-Violent Crisis Intervention Training.
16. Administer appropriate and required informal and formal assessments based on student needs and State Regulations.
17. Collect and interpret data and utilizes it to modify instruction, content, and to report progress to parents and the school district.
18. Establish and maintain a cooperative and professional relationship with peers, support staff, parents, administration, agency staff and school district staff.
19. Comply with Federal, State and Local Regulations and Policies.
20. Accurately complete all required paperwork within the designated timeline.
21. 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.
22. Cooperate with Federal, State and Local Agency Personnel during Alternative Education and/or Special Education Compliance Monitoring and/or dispute resolution activities.
23. Remain current in certification research, instructional strategies & technology
24. Attend in-service programs, mandated trainings and self-selected workshops conferences, courses, etc.
25. Read journal articles, investigates internet resources, and collaborates with other professionals and/or mentors.
26. Keep certification current and active by monitoring status, including clock hours, on the DEEDS website.
27. 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 the ability to adjust focus.

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## 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.

Note: Incomplete application packages will not be considered.

The **Colonial School District is a family of 14 schools** serving over 10,000 students in the **New Castle, Delaware area. We are committed to hiring a diverse teaching staff** to create warm, joyful, student-centered and welcoming schools. We believe educational inequity is the most pressing social problem facing Delaware and we are working to help solve this problem through the Power of We. The driving force around how Colonial operates, the Power of we is organized around four driving pillars:

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

**#teachindelaware #newcastledelaware #powerofwecsd #delawareteacher #colonialnation**

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