



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 relationships** with students and stakeholders, including parents/families.

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|---------------|-----------------------------------------------------------------------------|
| Position: | Elementary Special Education Teacher - Self-Contained Classroom C - Setting |
| Location: | Southern Elementary School |
| Start Date: | August 2026 |
| Reports to: | Principal |
| Compensation: | Refer to current teacher salary scale on District website |
| Work Year: | 10 months |

POSITION GOAL:

The goal of the Elementary Special Education Teacher is to provide high-quality, specialized instruction within a self-contained classroom (LRE C), a highly structured environment that supports students who require scaffolded academic support across all four core content areas. This position aims to ensure students with disabilities make meaningful academic, social and emotional progress toward the Common Core State Standards (CCSS). The Special Education Teacher is responsible for planning, organizing and delivering instruction based on the district-approved curriculum that aligns to Common Core State Standards to help students move towards academic proficiency. This position aims to create a structured, nurturing classroom environment where students with IEPs receive intensive, individualized support to develop the skills needed for academic success and increased independence while fostering positive relationships with students, families and colleagues.

MINIMUM REQUIREMENTS:

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

- 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.
- Acceptable Criminal Background Report and no entries on Child Protection Registry in the State of Delaware.

- Successful completion of required Praxis II tests and student teaching placement.
- Bachelor's degree from an accredited college or university. Master's degree preferred.
- Knowledge and skills in working with students with disabilities.
- Ability to establish and maintain effective working relationships with students, parents, staff, administration and the general public.
- Show evidence of knowledge regarding evidence and research-based strategies known to be effective in promoting student learning and achievement for students with disabilities.
- Demonstrates sensitivity to issues impacting various cultural, ethnic and socioeconomic groups.
- Proficient in Technology, such as Microsoft and Google Applications, Classlink, Schoology, Infinite Campus, etc.
- Demonstrates understanding and ability to perform job related tasks.
- Regular attendance is an essential function of the position.
- 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.

- Develop and implement Individualized Education Programs (IEPs) based on student assessments, needs and progress toward goals.
- Design and deliver specially designed instruction aligned with the Common Core State Standards (CCSS) and IEP goals (including BIPs), using district-approved curriculum.
- Differentiate instruction using various teaching strategies and methodologies to address diverse learning styles with particular attention to academic scaffolding across Reading, Math, Science and Social Studies and each student's individual level of functioning and preferred learning modalities.
- Implement and monitor evidence-based behavioral and social-emotional interventions, maintain a structured classroom management system, and follow district expectations for Non-Violent Crisis Intervention.
- Regularly administer, collect and interpret formal and informal assessment data, including IEP progress monitoring and early literacy and numeracy assessments to drive instructional decisions and report progress to families and the district.
- Develop and deliver weekly lesson plans using appropriate resources, technology and instructional strategies, incorporating a balanced program of instruction, demonstration, and student inquiry.
- Plan and supervise paraprofessionals including providing direction, modeling and feedback on implementing specially designed instruction and behavior support.

- Communicate regularly and proactively with families regarding student progress, IEP implementation and behavioral supports, and participate in IEP meetings, eligibility determinations, and other required meetings and/or conferences.
- Administer appropriate and required informal and formal assessments based on student needs, State Regulations, and district expectations, including IEP Progress monitoring and early literacy and numeracy assessments.
- Establish and maintain a cooperative and professional relationship with peers, support staff, parents, administration, agency staff and school district staff.
- Comply with all Federal, State and Local regulations and policies: accurately complete required paperwork within designated timelines, utilize district resources (i.e Employee Handbook, District website, Collaborative Agreement, Professional Code of Conduct, Administrative procedures, School District Board Policies, etc.) to maintain professionalism and avoid noncompliance, and cooperate with compliance monitoring and dispute resolution activities.
- Attend professional development programs, mandated training, and self-selected workshops/conferences, courses, etc.
- Maintain current certifications (including clock hours via DEEDS), stay current on evidence based instructional strategies and technology and actively engage in required and self- selected professional learning.
- Perform other duties/responsibilities as assigned by the building principal and/or supervisor.

PHYSICAL DEMAND:

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 stopping, 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:

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

* 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 11:59pm on the closing date. A resume and teaching certification are required for external candidates. A resume is required for internal candidates.

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

Per the collective bargaining agreement between Colonial Education Association and Colonial School District, employees covered by this agreement may apply for vacancies in accordance with the application procedures stated on the publicized announcement posted between March 1 and July 31.

Interviews will begin five days after posting.

The Colonial School District is an equal opportunity employer and does not discriminate against employees, applicants, visitors, or others, and does not deny access to educational or other services, based on any characteristic prohibited by law."