

Title: Elementary (K-5) Special Education Resource Teacher

Reports to: Principal

Summary of Position

The Elementary Special Education Teacher is responsible for providing individualized instruction, support, and accommodations to students with diverse learning needs. This position requires collaboration with general education teachers, related service providers, and families to ensure student success in alignment with Individualized Education Programs (IEPs) and Illinois State Board of Education (ISBE) regulations.

Qualifications

- Valid Illinois Professional Educator License (PEL) with LBS1 endorsement.
- Bachelor's degree in Special Education.
- Knowledge of Illinois special education laws, policies, and procedures.
- Experience working with students with disabilities in an elementary school setting is preferred.
- Strong collaboration, communication, and organizational skills.
- Proficiency in using assistive technology and differentiated instructional strategies.
- Commitment to fostering an inclusive, equitable, and supportive learning environment.
- ESL Endorsement preferred.

Essential Duties and Responsibilities

- Develop and implement IEPs based on student needs, ensuring compliance with state and federal regulations.
- Provide direct instruction in a resource, inclusion, or self-contained setting based on student needs.
- Utilize evidence-based instructional strategies to support student learning and development.
- Differentiate instruction to accommodate various learning styles and abilities.
- Conduct progress monitoring and data collection to assess student growth and inform instruction.
- Collaborate with general education teachers, paraprofessionals, and related service providers to support inclusive practices.
- Communicate regularly with parents/guardians regarding student progress, accommodations, and strategies for success.
- Participate in multidisciplinary team meetings, IEP meetings, and professional development activities.
- Implement behavior management strategies and support social-emotional learning (SEL) initiatives.

- Maintain accurate records, documentation, and reports in compliance with district and state guidelines.

Performs all other duties as assigned.

Key Success Factors

- **Effective Instruction:** Ability to provide differentiated, data-driven instruction that meets diverse student needs.
- **Collaboration & Communication:** Strong teamwork skills with staff, families, and support services to foster student growth.
- **Student-Centered Approach:** Commitment to social-emotional learning, behavior management, and inclusive education.
- **Legal & Compliance Adherence:** Ensuring full compliance with IEP implementation, documentation, and Illinois special education laws.

Physical Demands and Work Environment

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 stand, walk, sit, bend, write, type, speak, and listen. In addition, the employee may occasionally be required to bend, twist, reach and climb. Specific vision abilities required by this job include close, peripheral and distant vision. Ability to work in an office environment, including the following: sitting, standing, light lifting, filing, operating office machines and computers, communicating with staff and others.

The noise level in the work environment ranges from quiet/moderate to loud. The employee is frequently required to interact with the other staff.

The statements in this job description are intended to describe the general nature and level of the work to be performed by (an) individual(s) assigned to this position. They are not an exhaustive list of all duties and responsibilities related to the position. This job description will be reviewed periodically as duties and responsibilities change with business necessity and School Board Policy and procedures. Essential and marginal job functions are subject to modification.

The information contained in this job description complies with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed for this position. Additional duties may be assigned.

Terms of Employment

- **Work Year:** 182 Days
- **Leave:** 12 Sick Days
- **FLSA Status:** Exempt
- **Retirement:** TRS
- **Benefits:** Yes
- **Salary:** Commensurate with experience (\$53,989 - \$65,209)