



## Literacy Interventionist

### Job Description

<b>Reports To:</b>	Building Principal
<b>FLSA Status:</b>	Exempt
<b>School Classification:</b>	Certified Staff
<b>Starting Pay Range:</b>	\$44,683 - \$80,456
<b>Location:</b>	Onsite
<b>Position Summary:</b>	The Literacy Interventionist (LI) is responsible for supporting students to develop reading fluency and comprehension. The LI will provide direct student intervention support to ensure students are able to access and master grade level content. The LI will strive to ensure that all Hiawatha Academies scholars are empowered with the knowledge, character and leadership skills to graduate from college and serve the common good. The LI will work alongside the The literacy team and under the guidance of the Dean of Instruction

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### ESSENTIAL FUNCTIONS and RESPONSIBILITIES:

#### **General Duties**

##### **Leadership**

- Partner with the Dean of Instruction in determining goals and identifying students needing additional intervention and support
- Support a schoolwide culture of literacy and reading growth, including supporting systems to communicate and celebrate students' reading growth
- Participate in Child Study Team meetings to identify supports for students referred to the team and to determine when additional assessment is required
- Communicate with families about the progress of their students in intervention

##### **Instruction**

- Plan and lead small group and one-on-one literacy instruction for students requiring interventions
- Collaborate with teachers to ensure of all students achieve their reading growth goals

##### **Assessment**

- Analyze FastBridge screening assessments to determine which students require literacy interventions. Administer secondary screeners to determine appropriate interventions.

- Administer regular progress monitoring assessments to assess students progress towards their growth goals
- Analyze and share literacy assessment data with teachers and leaders to identify trends, organize intervention, and inform instruction

The LI must demonstrate knowledge of and support Hiawatha Academies' mission, vision, value statements, standards, policies and procedures, operating instructions, confidentiality standards, and the code of ethical behavior.

### **QUALIFICATIONS GUIDE:**

**Qualifications:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

#### **Education & Experience:**

- Bachelor's Degree and Minnesota teaching licensure (or ability to gain licensure before start of employment)
- Minimum three years of teaching with a track record of student results
- Excellent communication and interpersonal skills and ability to build trust with colleagues, students, and families
- A commitment to equitable outcomes for Black and Indigenous students and students of color

#### **Other Qualifications:**

- Bilingualism in Spanish and English preferred
- Masters' degree in a relevant field
- State and federal background clearance (Trusted Employees) to work with students (123B.03).
- No prospective employee can report to work without this clearance being received and the Human Resources Manager notifying the immediate supervisor of this clearance.

#### **Knowledge:**

- Knowledge of child development and developmentally appropriate learning experiences for children
- Knowledge of applicable school policies and procedures

#### **Acquired Skills:**

- Well-developed, clear communication and interpersonal skills that maintain a respectful, professional, and courteous manner
- Conflict resolution skills
- Ability to work with diverse student populations

**Abilities:**

- Team player
- Love of learning – a lifelong learner
- Flexibility and adaptability
- Able to communicate effectively and regularly with the grade level team and/or principal regarding questions and concerns
- Organized
- Openness to differing views and objectives
- Excellent judgment in decision making
- Maintain confidentiality of sensitive and privileged information
- Determine appropriate action within clearly defined guidelines
- Work independently with little direction

**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 essential functions.

- Hearing and speaking to exchange information
- Dexterity of hands and fingers to demonstrate activities
- Seeing, to read a variety of materials
- Bending at the waist, kneeling or crouching
- Sitting or standing for extended periods
- Lifting objects that weigh up to 25 pounds with or without assistance
- Close vision and ability to adjust focus

**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 essential functions.

- Classroom environment
- Noise level is generally moderate
- Work conducted in a public or office setting
- Indoor in varying temperature
- Employees must have reliable transportation

**Equal Employment Opportunity Statement:**

Hiawatha Academies is committed to providing a workplace free from discrimination and harassment. In accordance with Title VII of the Civil Rights Act of 1964, we do not discriminate in employment decisions on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), or national origin. We value diversity and strive to ensure equal opportunity for all employees and applicants.