



Special Education Teacher

STATUS: Full-time, Academic Year, Exempt

SALARY: Minimum \$45,000 plus benefits, higher based on experience and qualifications

LOCATION: Milwaukee, WI

[TransCenter for Youth \(TCY\)](#) has 48 years of non-profit experience working with Milwaukee youth. We operate small high schools that serve the unique needs of students in Milwaukee through innovative, culturally appropriate approaches to teaching and learning, serving as education models for other schools. Specifically, we contract with Milwaukee Public Schools to run NOVA and Shalom High School as Partnership Schools for at-risk youth; the City of Milwaukee to charter Escuela Verde, an independent public school district; and El Puente High School, a private Milwaukee Parental Choice Program and Special Needs Scholarship Students.

Summary

The Special Education teacher will work within one of our four high schools; NOVA, Shalom, Escuela Verde, or El Puente.

Under the direction of the School Leader, the Special Education Teacher develops and provides specialized instruction to meet the unique needs of students with disabilities; Evaluates and assesses student progress against instructional objectives; follows State mandated due process procedures and functions as IEP Manager to assigned students.

Core Attributes

Commitment to Justice and Equity: Recognizes the role of race, gender, other identities and socio-economic conditions in shaping disparities and disposition, is driven to improve conditions, and proactively learns about race, equity, and identity.

Results-Oriented: A proven track record of achievement and producing results (rather than getting immersed in process), perseveres despite obstacles. Solution oriented vs. stuck on obstacles.

Communication and People Skills: Must be adaptable to performing under stress and when confronted with persons acting under stress. Must be able to deal with sensitive and confidential information.

Technology Driven: Must be able to navigate different technology platforms, including SIS (JMC and IC), Edgenuity, Xello, Google Education Suite, and Microsoft Office Suite.

Essential Duties and Responsibilities

This list of duties and responsibilities is not all-inclusive and may be expanded to include other duties and responsibilities, as leadership may deem necessary from time to time.

- Maintain accurate and complete student records and prepare reports on students and activities, as required by laws, district policies, and administrative regulations.
- Provide for appropriate learning experiences for students with disabilities in a variety of educational settings.
- Regularly communicate with the IEP team and guardians/families to develop and implement Individualized Education Plans (IEPs).
- Develop a transition plan with students and parents.
- Meet and monitor IEP Minutes for students on caseload.
- Providing support to paraprofessionals in work with students (curriculum, philosophy, training).
- Modify and provide accommodations of the general education curriculum for students with disabilities based upon a variety of instructional techniques and technologies.
- Work with curriculums and community partners to implement social/emotional learning for diverse learners.
- Teach positive and restorative behavior, as determined by the students' individualized education programs by employing techniques in an overall positive behavioral support system.
- Develop plans for effective communication, monitoring, and follow-up of students in inclusive classroom settings.
- Provide crisis intervention, as needed, for students and those in inclusive classrooms.
- Meet and collaborate regularly with the Special Education Team to discuss student performance and develop weekly goals.
 - Provide direct and indirect instructional support to students in a positive environment.
 - Co-plan and co-teach lessons in high school math, reading, writing and social skills, utilizing collaborative planning methods with regular education staff.
 - Employ special educational strategies and techniques during instruction to improve the development of academic skills, especially related to IEP goals.
- Connect students and families to community resources and transitional services.
- Organize post-secondary training opportunities (visits, career fairs, speakers) for students.
- Create and follow a professional PD plan.
- Maintain an openness to feedback from the professional learning community.
- Commit to a culture which promotes learning and growth.

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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

- Bachelor's Degree
- Current WI Cross-Categorical Special Education License (801)

Language Skills

Ability to speak effectively to other employees of the organization. Spanish speaking is a plus.

Mathematical Skills

Ability to calculate figures and amounts such as overtime, time report calculations, and percentages.

Reasoning Ability

Ability to apply commonsense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

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 the essential functions. While performing the duties of this job, the employee is regularly required to sit. The employee frequently is required to use hands to finger, handle, or touch objects, tools, or controls and talk or hear. The employee is occasionally required to stand, walk, and reach above shoulders. The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision.

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 the essential functions. The noise level in the work environment is usually moderate.

Equal Employment Opportunity

TransCenter for Youth is an equal opportunity employer and believes in equal opportunity for all employees and applicants. Accordingly, all employment decisions are based on the principles of equal opportunity. These decisions include recruitment, selection, promotion, transfer, discipline, compensation, benefits, training, and other personnel actions involving persons in all job titles and shall occur without regard to race, color, creed, religion, sex, marital status, pregnancy (including childbirth and related conditions), age, ancestry, national origin, disability, genetic information, veteran or military status, sexual orientation, gender identity, arrest and conviction records, the use or nonuse of lawful products off the employers' premises during nonwork hours, declining to attend meetings or participate in communications about religious or political matters, or any other characteristic protected by law.