



Public Charter High School

SPECIAL EDUCATION TEACHER

Thurgood Marshall Academy At-A-Glance

Thurgood Marshall Academy is a college-preparatory, law-themed high school located in the Anacostia neighborhood of southeast Washington, DC—the most under-served community in the District of Columbia. Thurgood Marshall Academy currently serves approximately 400 students in grades 9–12. Thurgood Marshall Academy offers a standards-based, college preparatory academic program to every one of its students. The curriculum strives to help students develop their own voice by teaching them the skills lawyers have—the ability to solve complex problems, think critically and advocate persuasively for themselves and their communities. The instructional program prepares students to master District of Columbia and national standards by balancing standardized test preparation with creative and engaging alternative assessments.

The mission of Thurgood Marshall Academy is to prepare students to succeed in college and to actively engage in our democratic society.

Thurgood Marshall Academy Legacy

Thurgood Marshall Academy grew out of the experience of law students and professors in the DC Street Law clinical program at Georgetown University Law Center who witnessed how limited opportunities stunted the academic and social development of students in Ward 8. They also saw an opportunity to use legal principles as teaching tools to educate and empower the students that they encountered.

Thurgood Marshall Academy received its charter from the PCSB in April 2001 and opened its doors to 86 9th graders in August 2001. It then added a grade each year until it served students in grades 9–12. TMA received accreditation by the Middle States Association of Colleges and Schools in 2008.

After 15 years of educating students in the city's most educationally neglected community, Thurgood Marshall Academy is the top performing, open-enrollment high school in the District of Columbia: student test scores are consistently three to four times higher than those of students in surrounding public high schools; SAT scores surpass those of students in the District of Columbia by over 60 points; and AP passing rates double those of other high schools in the District.

Working at Thurgood Marshall Academy

Thurgood Marshall Academy is currently accepting applications for the position of **Special Education Teacher** for the 2019-2020 school year.

Primary Responsibilities:

- *Teaching and Service Provision*
 - Assume personal responsibility for the academic progress of all students on caseload
 - Develop and deliver specialized instruction in the classroom designed to help students meet grade-level standards and achieve personal learning goals
 - Co-Teach or Co-Plan with assigned grade/content level general educators and Dedicated Aides
 - Implement a coherent, research-based curriculum using technological tools in individual, small group, whole class, or self-contained settings
 - Utilize strong content knowledge, consistent school-wide practices, and individualized methods to effectively present and engage students in rigorous Common Core aligned lessons
 - Document all syllabi, daily lesson plans, assignments, rubrics, and other instructional materials and methods (co-planned and/or individual)
- *Classroom Management/School Culture*
 - Enforce TMA's discipline procedures, code of conduct, and discipline policies
 - Create, monitor, and sustain a disciplined and joyous school culture of high academic and behavioral standards
 - Assist in the development and implementation of Behavioral Intervention Plans



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Public Charter High School

- Provide structure in the classroom reinforcing school-wide rules and expectations without excuses or exceptions
- Develop and maintain positive, strong classroom culture and ensure a safe learning environment for all students
- *Data Analysis*
 - Develop and use a variety of assessment data to refine curricula and instructional practice
 - Evaluate academic achievement through detailed data analysis of student performance
 - Administer and develop classroom-based, standardized, informal, and formal assessments to assess and track student competency levels and progress against IEP goals, learning targets, objectives, and/or expectations to provide feedback to students, parents, and administration
 - Monitor assessment results in order to regularly refine teaching practices and design differentiated lesson plans
- *Family Support*
 - Communicate effectively and maintain strong relationships with students, families, and colleagues.
 - Maintain monthly communication log in the Special Education Data System
- *Case Management*
 - Develop and implement Individualized Education Plans and meeting reports in a timely manner
 - Maintain the IEP records for each student on caseload and ensure that they are comprehensive, up-to-date, well-organized, and that the Special Education Data System contain the necessary progress notes and assessment information
 - Serve as a member of a multidisciplinary team as appropriate.

Minimum Requirements:

- Bachelor's Degree or higher (required)
- Standard background check and drug test clearance (required)
- Teaching Certification in Special Education and/or a content area (highly preferred)
 - *Strong interest in Special Education teachers with background/interest in Science or Mathematics*
- 2+ years of lead classroom teaching experience (preferred)

Qualifications:

- Being a reflective practitioner who is open to feedback and desires to grow as an instructor
- Passionate, energetic, and dedicated to working with ALL types of students with disabilities
- Relentless commitment to ensuring that EVERY student has access to rigorous and engaging curriculum in the least restrictive environment
- Understands the difference between equality and equity and can effectively advocate for equitable opportunities for students and families in their secondary and post-secondary education

Physical Requirements:

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, sit, walk, and use his/her hands.
- The employee must occasionally lift and/or move heavy classroom materials or equipment.
- The specific vision abilities required by this job may include close vision.

TMA reserves the right to amend this job description at any time prior to or during employment.



Public Charter High School

SPECIAL EDUCATION TEACHER

Salary and Benefits:

- Salary is competitive and is commensurate with experience.
- Comprehensive benefits package, including medical, dental, vision, and a retirement plan
- Outstanding access to an abundance of classroom supplies
- Personalized professional development opportunities based on needs, goals, and career pathways
- Many days off spread throughout the year
- Work with the most amazing team you'll find anywhere!

To Apply

Please submit a resume and cover letter to Abdullah Zaki, Head of School at teach@tmapchs.org, referencing the job to which you are applying in the subject line. As part of the application, you may be asked to submit references and a performance task. Please, no phone calls.

Thurgood Marshall Academy encourages applications from people with diverse backgrounds. Thurgood Marshall Academy is an equal opportunity employer. Thurgood Marshall Academy is a drug-free workplace.