



**NEW
SCHOOL**
SAN FRANCISCO

Position: Special Education Teacher (Learning Specialist)

Reports to: Director, Inclusion

Location: San Francisco, CA (in-person role)

Website: www.newschoolsf.org

PROGRAM

New School San Francisco is a start-up, public school currently serving 450 kindergarten through 8th grade students from all corners of the city and from all backgrounds. We believe in a “hands on minds on” approach to learning that harnesses each student’s curiosity and encourages learners to construct their own meaning and knowledge through inquiry-based learning. We practice equity in all that we do – ensuring every child is able to access and receive an individualized education that builds off their unique strengths, skills and passions. Social justice a through line in all we do, helping learners develop an understanding of how to make our community better. Taken all together, this approach fosters a deep love of learning in students and prepares them with the problem-solving and critical-thinking skills necessary to meet the challenges and opportunities of the 21st century.

ANTI-RACIST SCHOOL

We are committed to breaking down systemic structures which contribute to deep inequities in education. Our goal is to prioritize our black/brown students, English Language Learners (ELL’s), and students with Individualized Education Plans (IEPs) by dismantling white supremacy. We continuously question our culture, climate, and curriculum to ensure all members of our community are committed to being racially literate and ultimately anti-racist change makers. We teach kids of all ages to think critically about how race has been constructed in the United States, to become aware of their own racial socialization, and we give them the skills and vocabulary to engage in productive conversations around race and racism.

PEOPLE

It is important that our staff reflect the diversity of our students and their families. We strongly encourage leaders and teachers of color, LGBTQ and male candidates to apply. All candidates must be excited to roll up their sleeves, operate with a level of flexibility as we build our program, bring creativity to their work, commit to the ongoing work of being anti-racist, and be ready to collaborate across and within teams.

DEVELOPMENT + SUPPORT

We invest in our staff in meaningful ways. We believe that the adults must be taken care of and supported to do right by our students. To that end, every staff member has a coach, a team, an individualized learning plan, and opportunities to grow. We value hard work and we also value self-care. The two are not mutually exclusive.

POSITION OVERVIEW: SPECIAL EDUCATION TEACHER (LEARNING SPECIALIST)

New School San Francisco is built on the belief that all students want to learn and can thrive. Our job as educators is to challenge

systems of inequity by supporting each student in their development of self: socially, emotionally, and academically. We do this through a collaborative teaching model, an Inquiry approach, and an inclusive curriculum design that centers and celebrates the differences in how we all learn. We are committed to teamwork across students, families, teachers, service providers, and systems to amplify all student voices.

The New School community has a collective responsibility to ensure that our approach to supporting diverse learners is beneficial for all. We use data to determine the level of support provided to each student. Within this tiered-system of supports, we prioritize equitable access to education for students of color, students who are multilingual, and/or students who have Individualized Education Plans (IEPs).

The Learning Specialist is a key role in achieving a vision for truly inclusive, joyful and rigorous learning. They will work primarily with students who have an Individualized Education Program (IEP), providing students individualized and targeted support to access the curriculum, to engage productively with peers, and to thrive at school. The Learning Specialist will provide specialized academic instruction and will support the development and implementation of academic, behavioral and social emotional learning plans for students across Tiers of Support through close collaboration with general education teachers, students, families, school leadership and a multidisciplinary Diverse Learners Team. Beyond provision of direct interventions and services, the Learning Specialist acts as case manager for students with IEPs. As a member of the Diverse Learners Team, the Learning Specialist plays a key role to help build and guide us toward a vision of inclusion and ensuring all students' needs are met across our school. This is a full-time position.

QUALIFICATIONS:

- Minimum of two years in a related role or work
- California Special Education credential required
- Trained in a variety of academic and behavioral interventions
- Case Management experience
- Knowledge of Special Education Laws & Procedural Guidelines
- Experience with development and implementation of Individualized Education Plans
- Experience with capacity-building, training, and/or coaching of educators
- Demonstrable commitment to equity in education
- Experience working with families from diverse backgrounds

COMPETENCIES:

- Strong communications and interpersonal skills
- Ability to build partnership and trust across lines of difference with students, parents and educators
- Passionate about education and collaboratively building an exceptional and equitable school community
- Comfortable working and leading within a diverse, collaborative, start-up environment
- Creative and flexible thinking
- Curious and comfortable with failure
- Awareness of and playfulness with both strengths and limitations
- Love for learning

RESPONSIBILITIES:

Direct Service w/ Students ~ 60%	
<ul style="list-style-type: none"> • Plan individualized academic and/or behavioral intervention programs to target diverse learners' unique learning profiles • Prepare & share lesson plans and/or arcs of intervention to support collaboration amongst stakeholders • Provide students with Specialized Academic Instruction via co-teaching and/or individual and small group settings • Provide students with Behavioral Intervention Services • Implement research-based interventions aligned with the school's multi-tiered system of supports • Employ authentic and norm-referenced assessment strategies to monitor progress and guide instructional planning and decision making • Systematically track student data 	
Case Management + Compliance ~ 15%	Collaboration ~ 25%
<ul style="list-style-type: none"> • Develop students' IEPs with input and collaboration from all IEP team members • Formally assess students (using standardized assessments) and develop reports to contribute to special education evaluations • Case Manage IEPs, including, but not limited to, holding the following responsibilities: <ul style="list-style-type: none"> ◦ Monitor and meet timelines ◦ Engage caregivers in regular communication ◦ Hold oversight of implementation of accommodations and/or modifications across general education and special education settings ◦ Monitor and report on progress toward IEP goals • Facilitates collaboration among related providers within the Diverse Learners Team to oversee implementation of plans • Works closely with the Diverse Learner Team Program Manager and Director of Inclusion to ensure student services meet all state and federal compliance expectations 	<ul style="list-style-type: none"> • Facilitate monthly collaboration meetings with relevant grade level teams • Partner with educators to ensure the systems, conditions, accommodations and/or modifications are in place for students • Support educators to build capacity in: <ul style="list-style-type: none"> ◦ Supporting diverse learners within the general education setting through academic, behavioral and social emotional modifications and accommodations ◦ Universal Design for Learning and Differentiation ◦ Creating a safe and supportive learning environment for • Participate in relevant teams/meetings to develop and promote schoolwide (Tier 1) and Tier 2 vision and practices related to inclusion and other schoolwide priorities. This may include: <ul style="list-style-type: none"> ◦ Culture and Climate Committee ◦ Coordination of Services Team (COST) • Attend weekly staff development, focused on targeted team needs • Engage in weekly coaching meetings to support own professional development & Individual Learning Plan goals

COMPENSATION:

- Compensation is a competitive salary based on years of teaching experience, education degrees, National Board Certification and any special credentials. Salary range is \$70 - \$110K
- Additional \$5,000 to base salary for SPED credentials and/or National Board Certification
- Competitive benefits package including health coverage and retirement.

CONTACT:

- Contact [hiring@newschools.org](mailto: hiring@newschools.org) with any questions and/or to submit a cover letter and resume for consideration.