

## DIRECTOR OF SPECIAL EDUCATION

**TITLE:** Director of Special Education

**DEPARTMENT:** Administration

**REPORTS TO:** President/CEO

### **JOB SUMMARY:**

The Director of Special Education is a member of the Senior Leadership Team who serves as the leader of the Academic Team who create, implement, maintain, and deliver instruction that drives the achievement of educational goals for residents. The incumbent serves as an advocate for our residents; utilizing his/her teaching and/or administration experience to drive the attainment of individual goals while fostering a creative and supportive environment. The Director of Special Education collaborates cross-functionally to identify and meet the education needs of every resident; creating a catalog of course offerings that support the achievement of goals.

### **PRIMARY RESPONSIBILITIES:**

- Effectively collaborates/works with the leadership of all of the various areas to ensure that each resident has a comprehensive, purposeful, and individualized care plan. Participates in meetings to monitor progress in the achievement of resident goals.
- Collaborates cross-functionally to support the personal growth of each resident and to create a healthy, inspiring and supportive learning environment.
- Ensures effective, timely and accurate communication flow, with all of the various areas within Rainbow Acres.
- Develops and adapts teaching methods to the resident population.
- Utilizes a variety of tools and resources to stimulate an interesting learning environment.
- Oversees small group instruction, the delivery of lesson plans, assessing resident work and collaborating with educators to ensure they are meeting resident needs.
- Leads the planning of course offerings that align with resident and family needs.
- Conducts internal reviews to ensure content is current and relevant and meets the needs of the residents.
- Oversees instruction, implementing processes and procedures that ensure continuity of instruction including coverage for absences.
- Oversees the integration of learning technologies into teaching.
- Regularly meets with stakeholders to gather information on needs and expectations.
- Responsible for the day-to-day supervision and management of educators:
  - Participates in applicant interviews and the selection of candidates.

- Ensures that staff participate in orientation and training programs including but not limited to all required compliance courses and relevant policies and procedures.
- Reviews employee performance and conducts personnel actions such as disciplinary actions and terminations.
- Regularly conducts/holds meetings with the educators ensuring timely and accurate communication on topics impacting the group.
- Identifies the development needs of the educators and provides coaching, mentoring to improve their knowledge or skills as required.
- Takes responsibility for building an effective team through proactive communication, setting and managing expectations and delivering solid results.
- Works with the management team to assure compliance with state/federal regulations and all organization policy and procedures.

**MINIMUM QUALIFICATIONS:**

- An interest or previous experience in serving in a faith-based organization.
- 2-3 years of experience in a similar role working with children or adults with developmental disabilities in an academic or residential setting.
- A Bachelor’s degree in Education or similar field of study.
- Certification or a degree in Special Education required.
- Exceptional communication, relationship building, and collaboration skills with the ability to build effective working relationships across the organization.
- Strong attention to detail and an inquisitive mind to understand each resident’s needs
- Demonstrated change management skills and analytical skills.

**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. While performing the duties of this job, the employee is frequently required to stand, walk, and have dexterity of hands and arms, with occasional light lifting. The employee may sit for long periods of time.

**WORK ENVIRONMENT:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Lighting and temperature are adequate and controlled. Work is generally performed within an office environment with standard office equipment available.