

# FULL-TIME SPECIAL EDUCATION TEACHER



## Special Education Teacher Job Description

Equip Academy of New Mexico seeks mission-driven Full-time Special Education teachers passionate about making a measurable difference in the lives of New Mexican children. Our Special Education teachers play a vital role in advancing the school's mission, vision, and values by fostering equity and excellence for all students, including those with diverse learning needs. If you are a passionate, growth-oriented educator dedicated to excellence and student success, we invite you to join our mission to transform the lives of children through education.

### Mission

By providing a top-tier, inquiry-based, college-preparatory education, Equip Academy of New Mexico ensures K-5 students master the knowledge and skills to dream audaciously, engage deeply, and pursue a life of purpose.

### Vision

Every child has the opportunity to live out their greatness; our commitment is to equip them to do so. Our joyful, engaging, high-expectations approach prioritizes measurable academic learning, celebrates student curiosity and community, and reimagines what a successful, literacy-rich K-5 school can be.

### Values

- **Excellence.** We strive for excellence in all we do.
- **Question.** We question until we understand.
- **Urgency:** We move with purpose, urgency and intentionality.
- **Independence.** We are critical and independent thinkers.
- **Partnership and Perseverance.** We believe in the trifecta of success: Students + Teachers + Families = Student Maximum Potential AND We don't give up. We embody perseverance by adopting a growth mindset and can-do attitude.

### Core Responsibilities

#### 1. Deliver High-Quality Special Education Services

- Provide individualized, evidence-based instruction that meets the unique needs of students with disabilities.
- Develop and implement Individualized Education Programs (IEPs) that support student growth and ensure compliance with state and federal laws.
- Monitor and assess student progress regularly, making data-informed decisions to adjust instruction.
- Provide instruction across a continuum of settings, including inclusive classrooms, resource rooms, and specialized interventions.

## 2. Collaborate and Communicate Effectively

- Work closely with general education teachers, instructional coaches, and paraprofessionals to ensure accommodations and modifications are implemented.
- Partner with families and caregivers to keep them informed of their child's progress and engage them in the IEP process.
- Act as a liaison between students, families, and external service providers to secure resources and supports.

## 3. Uphold Professional Growth and Excellence

- Participate in Equip Academy's **Institute for Educator Excellence** to access professional development, coaching, and feedback.
- Reflect on personal and professional growth, continuously striving to improve instructional practices.
- Embrace feedback and maintain a growth mindset to achieve master-teacher status.
- As a founding educator, be able and willing to wear multiple "hats" and roles and responsibilities, such as but not limited to, morning, lunch and dismissal duties

## 4. Promote Inclusion and Advocacy

- Create a classroom environment that is inclusive, engaging, and conducive to student success.
- Foster a love of learning by guiding students to think critically, explore their curiosities, and develop independence.

## Qualifications

- Equip Academy Mission and Vision alignment
- Bachelor's degree required (masters degree preferred)
- New Mexico state special education teaching licensure in the appropriate content area ●
- Eager to learn, receive, utilize, and implement feedback to improve practice
- Growth mindset, grit, and determination for self and students
- Relentless drive to set/achieve ambitious goals especially toward closing achievement gaps ●
- Strong collaboration and teamwork skills
- Bilingual (English/Spanish) (preferred)
- Criminal background clearance required
- Deep understanding of IEP development, progress monitoring, and data-driven instruction. ●
- Knowledge of best practices in inclusion, differentiated instruction, and behavior management. ●
- Strong interpersonal skills and the ability to collaborate with diverse stakeholders.

## Competitive Compensation

Equip Academy of NM is committed to pay a competitive rate that is greater than the teacher salary scale that is finalized when the New Mexico state legislature releases its statewide budget this spring and depending on years of teaching experience and licensure level.

## Benefits

- Educational Retirement Board contributions
- Medical, dental, vision, and life insurance options
- Fall, Winter, and Spring holidays

