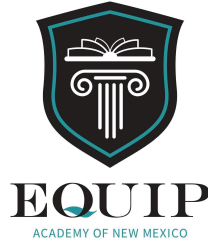


## PART-TIME SPECIAL EDUCATION TEACHER



### Special Education Teacher Job Description

Equip Academy of New Mexico seeks mission-driven part-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**

We are committed to pay 10% above 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
- Opportunity to contribute to a 403(b)
- Medical, dental, vision, and life insurance options
- Fall, Winter, and Spring holidays