



4568 Halls Mill Rd  
Mobile, AL. 36693  
Website: <http://camobile.us>

## Notice of Vacancy: Special Education Teacher (Kindergarten-Fifth Grade)

Open Date: February 22, 2023  
Closing Date: Until Filled  
Start Date: Upon Board Approval  
(Aug. 2023)

**Covenant Academy of Mobile (CAM)** is the area's first elementary charter school opening in August 2023 with grades K-5<sup>th</sup> and adding a new grade level yearly until the 12<sup>th</sup> grade is established. The school will serve approximately 270 students. Covenant Academy of Mobile provides a "non-traditional" education that prepares students in a Science, Technology, Engineering, Arts, Math (S.T.E.A.M.) environment to be leaders in a globalized world.

**Mission:** To create and maintain a positive learning environment that promotes relevant and engaging learning, inspires students to be ambassadors of good character, empowers students to develop skill sets and a passion for lifelong learning. By maintaining this environment, we will provide opportunities for our students to be productive and caring contributors in a changing world.

We are committed to empowering all students to take ownership of their learning, so they can prepare for success as leaders in a globalized world. Through the efforts of dedicated teachers, administrators, parents and mentors, all students will be challenged and motivated in an environment that facilitates growth and success.

### POSITION OVERVIEW:

We are seeking teachers who are excited by the challenge of creating an innovative and engaging learning environment that provides countless opportunities for students to develop skills and explore content to reach their full potential. This teacher will use curriculum materials adopted by the school, as well as supplemental materials, to create lessons that engage students in high quality S.T.E.A.M. experiences aligned with high academic standards and CAM's beliefs and core values.

### PERSONAL ATTRIBUTES:

- Support the mission and vision of our school
- Set and work to attain high goals for all students
- Ready to be a part of a collaborative team
- Open to coaching and support
- Demonstrate initiative, persistence, and resiliency
- Results oriented

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### DUTIES AND RESPONSIBILITIES

Listed below are general duties and responsibilities. This list is not inclusive, so other duties may be assigned.

#### Instruction:

- Demonstrates knowledge of special educational policies and procedures.
- Incorporates knowledge of students' needs including academic abilities, developmental strengths or challenges, language, and culture into the design of instructional activities.
- Implements interventions, accommodations, and modifications as dictated in a student's IEP, 504 Plan, etc.
- Sets instructional outcomes that are appropriately challenging, clear, sequenced, and aligned vertically and horizontally within and across content (S.T.E.A.M.).
- Completes lesson and unit plans in a timely manner per the direction of the principal.

- Incorporates a variety of instructional resources and strategies into teaching and learning, including materials provided by CAM and appropriate outside materials to support enrichment.
- Designs formative and summative assessments that are aligned with instructional outcomes where expectations are clearly understood by students and used to inform planning.
- Develops and maintains strong, respectful, and productive relationships with all members of the school community.
- Develops and maintains a well-managed and well-organized classroom where there are clear structures, routines, and organization that support safety and learning.
- Meets and instructs assigned classes in the locations and at the times designated. Must be physically able to get from classroom to classroom and to provide instruction for extended periods of time.
- Delivers instruction that communicates a clear purpose, process, and is highly engaging for students.
- Designs and implements high quality activities, questions, and assignments that cognitively engage students while allowing for adaptation and ownership to meet students' individual needs.
- Actively monitors student understanding and performance within and beyond the classroom to inform planning and instruction.
- Provides regular feedback to students that is constructive and supports growth and improvement.
- Develops systems and processes that allow students to self-assess and improve performance on tasks.
- Demonstrates flexibility and responsiveness to adjust lessons to meet the needs of students while also maintaining persistence in finding effective learning strategies that will support student success.
- Diagnoses the learning disabilities of students on a regular basis, seeking the assistance of specialists.
- Completes lifting, as required, of physically disabled students to assist in both their instruction and daily care needs.
- Be physically able to sit in lower-level seating positions which are common to school environments.

### **Professional Responsibilities:**

- Demonstrates appropriate reflection on the effectiveness of lessons or units to inform future instruction.
- Maintains accurate records of completion of student assignments, student progress/grades, and noninstructional records needed to support teaching and the functioning of the school.
- Communicates and engages with parents/caregivers on a regular basis regarding expectations, instructional program, involvement in school community, and student progress (positive feedback and concerns).
- Participates in all required special education meetings.
- Participates positively in the school community by building strong and productive professional relationships, engaging in a culture of inquiry focused on school or student improvement, providing service to the school, and by participating in school projects and special events.
- Actively initiates and engages in opportunities to grow professionally including but not limited to participation in professional development, instructional coaching, and feedback from colleagues.
- Demonstrates professionalism by conducting oneself with integrity, ethics, provision of service and advocacy for students and families.
- Participates in team or departmental decision-making by maintaining an open mind and acting in the best interests of students.
- Complies with campus, school, and district regulations.
- Completes school-based and special education documentation in a timely manner including but not limited to progress reports, report cards, student logs, incident reports, etc.
- Always provide supervision for students during the school day.
- Takes all necessary and reasonable precautions to protect students, equipment, materials, and facilities.
- Adheres to CAM's rules, administrative procedures, local board policy, and state/federal rules and regulations.
- Assists administration in implementing all policies and rules governing student life and conduct, and, for the classroom, develops reasonable rules for classroom behavior and procedure, and maintains order in the classroom in a fair and just manner.
- Attends staff meetings, as required, and serves on committees as assigned.
- Assists in daily duties, which may include car/bus duty, extra-curricular duties, or other school activities.

- Reports to work on time and makes a conscious effort to report to work each day.

### **QUALIFICATIONS:**

- Minimum of a Bachelor's degree (Master's degree or above preferred)
- Certification in the appropriate area(s)
- Experience with all special education documents & procedures
- Background check clearance for "suitability for employment" (See Below)
- Such alternatives to the above qualifications are determined by the Board

### **Reports to: Principal**

**Annual Contract:** 9 Months

**Salary and Benefits:** CAM offers a competitive salary above the Alabama State Department of Education's salary matrix. Salary is based upon degree, licensure, and experience. Also, a comprehensive benefits package including health insurance and retirement will be provided for all employees.

\*\*Employees who are currently enrolled in Teachers' Retirement System of Alabama can transfer benefits, along with accumulated sick leave days. The benefits will continue with CAM.

**Evaluation:** According to established Board policies, administrative procedures, and guidelines.

### **Background Clearance**

If you are offered a position at Covenant Academy of Mobile, you must complete a background clearance check through Gemalto Systems. This background check must be completed before a person can begin employment and the cost is approximately \$48.

- After going to the Gemalto site, click on the *State of Alabama*.
- Click on the *Department of Education*.
- For **In-State applicants:** Go to REGISTRATION and follow the directions under REGISTRATION PROCEDURES. Complete the registration form and print site locations for locations, hours, and needed documents.
- For **out-of-state applicants:** Go to GENERAL INFORMATION and click on *Fingerprint Cards out of state only* and follow the directions.
- The Gemalto website can be found by clicking <https://www.aps.gemalto.com/index.htm>

If you are a certified teacher, your background clearance has already been completed through the certification process and there is no need to complete this process again.

\*\*Apply to the job posting on the Alabama State Department of Education's website by using the link below and following the instructions:

[https://ats1.atenterprise.powerschool.com/ats/app\\_login?COMPANY\\_ID=00008500](https://ats1.atenterprise.powerschool.com/ats/app_login?COMPANY_ID=00008500)