

Job Description

Position Title: High School Reading Support Teacher

Purpose of Position

Des Moines Christian School Teachers are student-focused professionals who fulfill the mission of DMC as the most significant school-related influence on student learning. DMC teachers are supported and empowered through a shared vision of learning to foster a school culture of academic excellence and spiritual growth where learners flourish.

The Reading Support Teacher provides quality literacy instruction and targeted skill intervention to maximize each student's reading potential. Through co-teaching and small group instruction, this support position provides expertise, intentional time and research-based strategies to students needing an additional system of support in the area of reading.

Position:

- Full-time
- Salaried, contracted employee
- Full-time Benefit Eligible / School Year

Reports To: Head of High School

Evaluated By: Head of High School

Qualifications:

- Minimum of a BS/BA in Education or related field.
- Special Education or Reading Endorsement/experience is preferred.
- Applicable Iowa License (or is able to obtain for the position).
- Professing believer in Jesus Christ as Lord and Savior and committed to growing in relationship with Him.
- In agreement with the Des Moines Christian School Statement of Faith.
- In agreement with the Des Moines Christian School Biblical Convictions for Christian Education.
- Regularly attends and is actively involved in a church that affirms historic Christian orthodoxy (doctrine, faith, teaching, practice), consistent with the DMC Statement of Faith, through that church's public creed, confession, core beliefs, or statement of faith.

Professional Profile:

- Committed to the mission of DMC: *Equipping minds and nurturing hearts to impact the world for Christ.*
- A teacher and learner at heart who loves students of all ages and exudes enthusiasm for shepherding the growth of children.
- Demonstrates consistent spiritual leadership.
- Characterized with integrity and maintains confidentiality.
- Utilizes critical thinking and problem-solving skills.
- Demonstrates effective verbal and written communication skills.
- Adapts communication style to suit different audiences.
- Demonstrates patience, care, and kindness for all learners and families.
- Demonstrated ability to work collaboratively as part of a team.

Responsibilities:

Instructional

- Co-teaches in the area of literacy to provide high-quality core classroom reading instruction (Tier I) that matches the needs of each learner.
- Co-plans with the English teachers to ensure reading strategies and supports are implemented within daily classroom instruction.
- Researches and implements best practice programming practices to support differentiated reading instruction
- Provides instructional support to teachers in meeting accommodation plans.
- Designs and implements small group targeted reading interventions (Tier II / Tier III) to maximize the potential of each child.

Assessments & Data Analysis

- Understands and utilizes a variety of formative and summative reading assessments to track and report student progress in the area of reading.
- Assesses students with appropriate diagnostic tools and evaluates student's progress through the utilization of established procedures.
- Documents ongoing consultation with teachers and maintains a record of modified instructional strategies and results for each student where appropriate.

Communication & Collaboration

- Collaborates with the high school administration to help develop and implement an effective multi-tiered system of supports in the area of reading.
- Communicates effectively with a variety of teachers and support staff to ensure that the proper reading supports are provided in each content area for students needing reading support.
- Collaborates with the Student Support Team to evaluate student needs and develop appropriate program structure.
- Collaborates as needed with High School Student Support Teacher regarding student accommodation plans.
- Collaborates with the Area Education Agency for student evaluation.
- Participates in building level team and/or grade level meetings, as appropriate.
- Communicates regularly with parents and faculty regarding the literacy needs of the students.
- Leads professional development opportunities for staff focused on reading.

Responsibilities of all Instructional Positions:

- Ensures the DMC mission drives all curricular and extracurricular activities.
- Exhibits a love of teaching and a passion to see each student succeed.
- Integrates a biblical worldview in daily instruction that examines God's creation, man's brokenness, the redemption of Christ, and God's future restoration. Coupled with classroom discussion, faculty create formational learning experiences (FLEx) that engage students in real-world opportunities to impact the world for Christ.
- Develops trusting, productive relationships with students in order to create a safe, positive, and productive learning environment.
- Possesses knowledge about cognitive, social, and emotional development of learners including how students learn at any given developmental level, how students progress in a certain subject area, awareness of individual needs and abilities, how to tailor instruction to meet each learner's needs, and how to assess learning appropriate for the age and content area.
- Demonstrates expertise in a given content or subject area as well as knowledge of the standards, learning targets, and appropriate materials for the student age and content area.
- Solicits feedback from students to self-reflect on their own teaching, set goals for improvement, and grow in the craft of teaching.



- Engages in ongoing professional growth conversations with the Principal.
- Demonstrates patience, care, and kindness for all learners and families.
- Partners with parents through effective, consistent communication.
- Serves as a collaborative, productive team member who participates in professional learning communities, school events, department meetings, and other committee work that enhances the experience for faculty and students at Des Moines Christian School.
- All other duties as assigned.

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