

Learning Specialist 2020-2021

Cascade Public Schools

Reports To: Chief Academic Officer/Student Services Coordinator

Classification: Full-Time

Location: Des Moines, WA



WHO WE ARE

At Cascade, we are reimagining what free, high quality, public education can look like when built on a foundation of deeper learning, strong mentorship, and individualized pathways. With a culture of high expectations and high support, a rigorous focus on preparation for college and career, and a diverse and inclusive community, we will grow to serve 416 students, grades 9-12. We are deeply committed to fulfilling our mission to prepare students for success in college and career, rooted in our core values of **achievement, community, and empowerment.**

By design, we are a small community where every student is known. Our school is intentionally heterogeneous and reflects the diversity of the communities in which we operate. We invite diverse, driven, and dynamic educators to join our team and support a new vision for high school in the 21st century!

THE CASCADE MODEL

- An **interdisciplinary, college preparatory approach** to the academic core wherein students learn through projects to apply knowledge/skills to relevant issues and topics and demonstrate mastery of 21st century [Deeper Learning competencies](#).
- **Individualized pathways with high expectations and high support**, including individual learning plans, data-driven goal setting, embedded tutoring, and literacy and numeracy blocks.
- **“Leaving to Learn”** through **1:1 college and career mentorship and interest-based, career exploring internships**. Strategic partnership with [Big Brothers Big Sisters of Puget Sound](#) and [Big Picture Learning](#) supports students in developing 21st century competencies and social/professional networks that will pay dividends in college, career, and beyond.

WHO YOU ARE

- You believe all students are capable of success in college, career, and civic life and you maintain high expectations for student engagement.
- You have high expectations for yourself and all students to communicate effectively, work collaboratively to solve complex problems, and learn how to learn (Deeper Learning).
- You are passionate about helping students to develop a meaningful vision for life after high school and supporting their achievement of that vision.
- You recognize that student success is driven by a preference for long-term goal setting (personal, academic, and post-high school) and the ability to develop the knowledge, skills, and habits of mind to achieve them.
- You are excited to design and lead learning activities, interventions, and supports using a variety of methods including: push-in, pull-out, small group and individual interventions, and formative and summative assessments.

- You thrive while collaborating and are excited to work with colleagues to maintain the academic integrity of planned lessons and learning experiences for students. You find positivity in shared successes.
- You thrive in innovative environments, are comfortable with ambiguity, and welcome iterative, student-centered design processes and challenges.
- You are committed to continuous improvement, see feedback as a positive, and have a growth mindset.
- You use data to track and provide updates on student achievement to students, staff, and family.
- You are a leader, actively participating in collaborative planning and weekly data-driven meetings focused on instruction and student achievement.
- You are committed to the emotional and physical safety of staff and students and to a culture of relevant and rigorous learning.
- You are empathetic, culturally competent, and part of a community accountable to anti-racist policies and equitable learning pathways for all students.
- You seek to listen and understand before answering and explaining.

WHAT YOU'LL DO

The Learning Specialist is a vital member of the school team, collaborating on a systematic approach to interventions for all students, at all tiers. Learning Specialists are responsible for working collaboratively with staff as part of the Student Services Team to implement Multi-Tiered System of Supports (MTSS) for academics and behavior. Learning Specialists are responsible for, and be expected to:

- Participate in pre-service professional development between August 17 - September 8th for onboarding staff in the culture, systems, and routines of Cascade Public Schools and the development of professional and organizational goals. August 17 - August 31 are pre-contract, staff are compensated at their hourly rate. September 1 - 8 are inclusive of staff contractual time.
- Implement curriculum, instruction, and assessment to address the individualized education goals for students receiving special education
- Provide case management for a caseload of students:
 - Ensure students are consistently receiving supports, accommodations, and/or modifications as delineated in each student's Individualized Education Plans (IEP)
 - Participate in grade level teams to assess and adjust core curriculum, instruction and assessment responsive to the unique learning needs and styles of a caseload of students
 - Collaborate with school staff, related service providers and parents to collect information and monitor the progress of a caseload of students in order to review and adjust academic and behavioral goals (3x/year at student exhibition) and educational plans at least annually
- Lead the development and design of IEPs for a caseload of students receiving special education, including facilitating IEP meetings
- Administer and interpret academic diagnostic assessments to determine learners' strengths and areas of need for initial, and triennial assessments
- Create and maintain notifications, records, files, and reports as required by federal, state and local regulations
- Maintain knowledge of current regulations pertaining to special education
- Serve on the Student Services and Multi-Tiered Systems of Support Teams

- Provide support to students in office hours before and/or after school one day each week
- Participate in instructional coaching cycles of observation and feedback to develop skills and apply new practices in support of students with exceptional needs

WHAT YOU NEED

- Commitment to uphold Cascade’s values of achievement, community, and empowerment and a belief that all students should expect and demand a challenging and relevant course of learning that prepares them for success in college, career, and civic life.
- Commitment to diversity, equity, inclusion and social justice (with experience teaching in diverse classrooms and school settings, or serving underrepresented student populations, preferred).
- Special Education Teaching credential in the state of Washington, or another US state (or a commitment to obtain a credential by completing an educator preparation program within two (2) years of starting at Cascade).
- Bachelor’s degree from an accredited college or university, master’s degree preferred.
- A clear health and background check.
- 3+ years experience in Special Education and IEP case management and 2+ years experience in the implementation of PBIS and/or MTSS within a school or district is preferred.
- English Language Learner certification preferred, but not required.
- Bilingual in Spanish or Somali strongly preferred.

WHAT YOU GET

We are committed to continuous improvement and professional growth. We prioritize developing leaders from within and have invested in multiple career pathway programs for our teachers and school leaders. With dedicated days of professional development built into the academic year and weekly coaching sessions with a school leader, we equip our teachers with the tools necessary to improve their practice and tackle challenging issues.

Compensation is competitive and commensurate with experience. We provide all teachers a full benefits package and opportunities for professional growth.

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Cascade Public Schools seeks individuals of all ethnic and racial backgrounds to apply for this position with a focus on active recruitment of staff that reflect the cultural diversity of the community we serve.

EQUAL EMPLOYMENT OPPORTUNITY

Cascade Public Schools does not discriminate in hiring, nor any programs or activities, on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal.

APPLICATION PROCEDURE

If you see yourself and your passion in what you’ve read, please complete and submit a resume, cover letter, and three (3) professional references to scanfield@cascadeps.org.

