



Certified Dyslexia Specialist Job Description

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 achievement. 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 Certified Dyslexia Specialist develops and implements multisensory instructional literacy programming that will allow opportunities for all students (early education through twelfth grade) to thrive intellectually, spiritually, emotionally and socially. This will be accomplished in two specific ways: 1)The Certified Dyslexia Specialist will provide direct specialized Tier III instruction for students who are in need of dyslexia therapy 2)The Certified Dyslexia Specialist will provide indirect services by providing consulting, coaching and professional development training to interventionists and teachers in ensuring strong Tier I and Tier II instruction for students with dyslexia.

Position:

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

Reports To: Head of Academics

Qualifications & Skills:

- Minimum of BS/BA in Education or related field.
- Dyslexia Specialist Endorsement.
- MA in Dyslexia Therapy preferred.
- Applicable Iowa License (or is able to obtain for the position).
- Two certifications that are preferred but not required:
 - CALT (<https://www.altaread.org/about/what-is-calt/>)
 - CERI (<https://effectivereading.org/about-ceri/>)
- Minimum of two years of experience providing specialized multisensory instruction to students with dyslexia.
- Extensive knowledge and experience in working with students who have dyslexia and related conditions.
- Leadership and experience in providing professional development relating to dyslexia.
- Knowledge of federal and state laws, policies, and procedures pertaining to dyslexia.
- 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:

Responsibilities for EE-12

Plans and provides specialized instruction for students in need of dyslexia therapy.

- Works with school leaders to develop school policies and procedures addressing the needs of students with dyslexia or related conditions.
- Develops and manages vertical qualitative and quantitative literacy data alignment and sharing for students receiving support through the student services team.
- Leads EE-12 student services vertical literacy CPLC in aligning interventions to provide compounding support for students.
- Works collaboratively with administrators, classroom teachers, educational support facilitators, parents and students to provide cohesive support for students with dyslexia.
- Participates in IEP and accommodation planning as needed.
- Provides professional development and coaching for staff as directed by the Head of Academics.
- Perform other duties as assigned.

Specific Responsibilities by Division

Early Education through 2nd Grade

- Implements school wide dyslexia screening for PreK, K and 1st grade students.
- Guides literacy support staff in implanting multisensory structured literacy interventions with fidelity.
- Provides support in assuring strong Tier 1 instruction to best meet the needs of students with dyslexia.

3rd through 8th grade

- Develops a process for identifying students with characteristics of dyslexia.
- Guides literacy support staff in implanting multisensory structured literacy interventions with fidelity
- Provides support in assuring strong Tier 1 instruction to best meet the needs of students with dyslexia.

High School

- Provides consultation as needed.
- Assists with transitional programming for college seniors as needed.



Responsibilities of all Teaching 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 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 the 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 students' 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 Head of Academics
- 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.