



Job Title: Tulsa Beyond Reading Interventionist

Department: School Improvement/School Operations

Reports To: Site Administrator

Compensation: Teacher's Salary

Number of Days: Teacher's Contract

Overtime Status: Exempt - Salaried

Last Revised Date: May 8, 2019

Mission and Vision: Tulsa Public Schools is the destination for extraordinary educators who work with our community and families to ignite the joy of learning and prepare every student for the greatest success in college, careers, and life. Our mission is to inspire and prepare every student to love learning, achieve ambitious goals, and make positive contributions to our world.

Core Values: Our core values guide how we work and interact with each other at every level of the organization. We embrace and embody these values every day.

- **Equity:** All children deserve the opportunity to develop their full academic and social potential. Our diversity is a community treasure, and we must foster an inclusive environment by examining biases and resolving unfair practices.
- **Character:** We are honest, trustworthy, and have high standards of behavior. We do the right thing even when it is hard. While we do not always agree, we treat one another with kindness and respect.
- **Excellence:** We work hard together and expect a lot of one another because high standards produce exemplary knowledge, skills, abilities, and mindsets.
- **Team:** We care for one another, support the personal and professional development of one another, and work together to improve our community.
- **Joy:** Joy at school and at work makes us more productive because when we create, innovate, and imagine, our motivation grows. We want to ensure that everyone knows the excitement that comes from working deeply on a problem, task, or concept and experiencing breakthrough moments.

Position Summary: The Reading Specialist provides systematic intervention to students with the primary goal of improving academic achievement in reading. Interventionists provide capacity to classroom teachers in implementing intervention initiatives as well as planning, implementing, and assessing intervention services to ensure fidelity. Interventionists increase the school's capacity to effectively implement identified core or universal practices to all students.

Minimum Qualifications:**Education:**

- Bachelor's degree

Licensure:

- Valid Oklahoma teacher certification

Experience:

- Five (5) years of successful teaching experience
- Proficient technology skills
- Documentation of increasing student achievement

Responsibilities and Essential Functions: The following duties are representative of performance expectations. A reasonable accommodation may be made to enable a qualified individual with a disability to perform essential functions.

- Provide explicit, scientifically based instruction and intensive interventions to individuals and/or small groups for the purpose of improving literacy and math achievement levels
- Assist in the scheduling and assignment of student interventions
- Implement and/or facilitate classroom teacher implementing the assigned intervention(s) with fidelity
- Assess implementation of classroom interventions to ensure fidelity
- Monitor and communicate student progress with students, families, administrators, staff, and community agencies
- Work with staff to assess learning and behavioral needs and distinguish between issues related to family, culture, or language and a learning style or disability
- Analyze grade, class, and individual student academic and behavioral data for the purpose of increasing student achievement and making informed decisions relative to instructional practices
- Review and evaluate student achievement information in order to place students in appropriate academic or behavioral intervention and support services
- As part of an intervention team, analyze district assessment data to understand students' needs in order to select and recommend evidence-based instructional interventions to implement
- Collaborate with other teachers for the purpose of increasing student achievement by ensuring core instructional best practices are implemented with fidelity and staff are differentiating instruction to meet the needs of students
- Utilize protocols to ensure that interventions have been implemented with fidelity
- Use systematic and valid data collection procedures to measure effectiveness of their own services in order to evaluate the impact on student achievement
- Assist in developing a systematic and comprehensive process of data collection and effective decision making and problem solving that permeates all aspects of the school and in response to intervention model
- Maintain up-to-date files related to student support and in accordance with any Board of Education policies
- Participate in district professional development related to job and attend meetings, trainings, and professional development as required outside of designated schedule

- Keep informed of best practices and new developments related to literacy, math, and behavior and share the information with appropriate staff
- Participate in or lead on-going and job-embedded professional development such as meetings, workshops, trainings, and seminars for the purpose of determining success of literacy/math content knowledge, pedagogy, and coaching
- Facilitate effective instruction that meets the individual needs of diverse learners by consulting with staff on individualized instruction, managing classroom behavior, monitoring student progress, evaluating classroom data, and adjusting intervention and instructional strategies to make content accessible to every student
- Effectively communicate, collaborate, and consult with staff, administrators, and families to promote positive peer relationships and social problem solving; school-wide positive behavior systems; interventions, supports and programs to promote student wellness and reduce barriers to learning
- Use collaboration and communication skills to function as change agent to promote necessary change at the individual student, classroom, school, and district level
- Communicate knowledge and experience by taking on a leadership role, district and/or school-wide, when initiatives involve area of expertise
- Display ability to work collaboratively with others on a team
- Perform other tasks, duties, or services consistent with this position as assigned

Skills and Abilities Required: The following characteristics and physical skills are important for the successful performance of assigned duties.

- Ability to effectively collaborate with teachers, school leaders, and parents
- Critical thinking
- Design thinking
- Organizes, plans, and prioritizes work by developing specific goals and plans
- Schedules events, programs, and activities as well as scheduling the work of others
- Seeks critical feedback and adjusts based on feedback
- Makes decisions and solves problems by gathering and analyzing information and evaluating the results
- Oscillates between independent and collaborative work with relative ease
- Must have a genuine desire to help people and be customer service focused at all times
- Must demonstrate personal characteristics of honesty, integrity, and professionalism
- Must be comfortable with conducting presentations for small and large groups
- Must be able to hold to strict confidentiality rules

Supervisory Responsibilities:

- This role does not directly supervise any individuals

Working Conditions: Exposure to the following situations may range from rare to frequent based on circumstances and factors that may not be predictable.

- Office, sedentary work, with limited exposure to elements and have the ability to lift no more than ten pounds

Tulsa Public Schools is committed to building a diverse and inclusive team of individuals who contribute to the district's mission with their talents, skills, and energy. Tulsa Public Schools is an equal opportunity employer and does not discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, gender expression, gender identity, pregnancy, disability, genetic information, veteran status, marital status, age, or any other classification protected by applicable law.

Tulsa Public Schools also provides reasonable accommodations to qualified applicants and employees with disabilities. If you need an accommodation during the application process, please contact the district's talent management department at 918-746-6310 or the district's human rights and Title IX coordinator at 918-746-6517. You can also direct your request for accommodation in writing to the Tulsa Public Schools Education Service Center, Attn: Talent Management, 3027 S. New Haven Ave., Tulsa, OK 74114-6131.