



TEACHER

TEACHER (INTERVENTION AND ACCELERATION SUPPORT)

JOB DESCRIPTION

JOB TITLE:	Teacher - Intervention and Acceleration Support	FLSA STATUS:	Exempt
REPORTS TO:	Campus Principal	PAY GRADE:	TCH
LOCATION:	Assigned Building	DAYS:	188 CALENDAR B
		JOB ID & DATE:	TCH-41 May, 2025

JOB PURPOSE SUMMARY

The Intervention and Acceleration Teacher plays a crucial role in supporting students who require additional academic assistance to improve their learning and reach grade-level proficiency. The primary focus of this role is to provide targeted instruction and interventions to help students who are struggling in specific subjects or areas.

REQUIREMENTS

Education Level Details

Bachelor's degree in Education.
Master's degree is preferred

License / Certification Required

Colorado teaching license with endorsements in all relevant subjects.
Special Education Endorsement preferred
READ Act certification or receive within 30 days of hire.

Work Experience Required

2 years of teaching experience preferred

Other Skills and Abilities Required

Demonstrated knowledge of Math, Science, ELAR, or Social Sciences instructional strategies.
Knowledge of Tier II and Tier III intervention strategies
Strong communication and interpersonal skills.
Ability to create engaging and inclusive learning environments.
Experience working with diverse student populations and addressing their unique needs.
Knowledgeable of state curriculum standards
Bilingual preferred
Regular attendance is essential

EVALUATION

Performance will be evaluated annually in accordance with provision of the Board's policy on evaluation of professional personnel.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Instructional Strategies

- Develop and implement lesson plans that fulfill the requirements of the district's curriculum program and show written evidence of preparation as required. Prepare lessons that reflect accommodations for differences in individual students. Design instructional activities which enhance the objectives and which reflect an interdisciplinary/thematic approach to teaching.

- Plan and use appropriate instructional and learning strategies, activities, materials, equipment, and technology that reflect understanding of the learning styles and needs of students assigned and present subject matter according to guidelines established by the district, board policies, and administrative regulations.
- Conduct assessment of student learning styles and use results to plan instructional activities.
- Work cooperatively with special education teachers to modify curricula as needed for special education students according to guidelines established in Individual Education Plans (IEP).
- Work with other members of staff to determine instructional goals, objectives, and methods according to district requirements.
- Implement Tier I instructional practices aligned with core academic standards, and provide differentiated instruction to meet the needs of all learners.
- Collaborate with instructional teams to identify students in need of additional support and deliver targeted Tier II interventions within the MTSS framework.
- Uses technology to strengthen the teaching/learning process
- Plan and assign work to instructional aide(s) and volunteer(s) and oversee completion.

Student Growth and Development

- Showcase the academic performance of students.
- Conduct ongoing assessment of student achievement through formal and informal testing.
- Be a positive role model for students; support the mission of the school district.

Classroom Management and Organization

- Create classroom environments conducive to learning and appropriate for the physical, social, and emotional development of students.
- Manage student behavior in accordance with the Student Code of Conduct / student handbook.
- Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.

Communications

- Establish and maintain a professional relationship and open communication with parents, students, colleagues, and community members.

Professional Growth and Development

- Participate in staff development activities to improve job-related skills.
- Comply with the Colorado Department of Education, district, and school regulations and policies for classroom teachers.
- Attend and participate in faculty meetings and serve on staff committees as required.
- Assist in selecting books, equipment, and other instructional materials.
- Compile, maintain, and file all reports, records, and other documents required.

Policy, Reports and Law

- Comply with all applicable federal laws, including the Individuals with Disabilities Education Act (IDEA), and Title I and Title III program requirements (as applicable), along with other national regulations governing K–12 public education.
- Comply with all State of Colorado education laws and regulations, including the Colorado READ Act (if applicable), the Exceptional Children’s Educational Act (ECEA) (if applicable), and all standards and guidelines established by the Colorado Department of Education (CDE).
- Follow all relevant Board of Education policies and Adams 14 Operational Policies related to curriculum, instruction, assessment, safety, student services, and professional conduct.
- Adhere to district-level procedures and school-based expectations regarding instruction, family communication, data reporting, and school improvement planning.
- Perform other duties as assigned by the building principal or the Superintendent of Schools.

Budget Responsibility

- Compile and maintain records of instructional materials and supplies.

CONTENT SPECIFIC DUTIES AND RESPONSIBILITIES

- Collaborate with school staff to identify students who require Tier 2 interventions and develop targeted intervention plans.
- Utilize data and assessments to design individualized or small-group intervention programs that address students' specific academic needs.
- Implement research-based instructional strategies and differentiated instruction to support student learning and skill development.
- Monitor student progress, provide feedback, and make adjustments to interventions as needed.
- Create individualized or small-group intervention plans that address each student's specific academic needs.
- Design intervention strategies that align with the curriculum and learning goals.
- Use research-based instructional strategies and differentiated instruction to provide targeted support to students.
- Adapt teaching methods to suit the needs and learning styles of each student.
- Continuously assess and monitor student progress during the intervention period.
- Collect and analyze data to determine the effectiveness of the intervention strategies.
- Make data-driven decisions to adjust and modify interventions as needed.
- Use assessment results to inform instructional planning and adapt strategies to support student growth.
- Work closely with classroom teachers to ensure that the intervention strategies align with the classroom curriculum.
- Provide feedback and communicate regularly with teachers about students' progress.

PHYSICAL REQUIREMENTS/WORKING CONDITIONS

The physical demands, work environment factors and mental functions described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Physical Demands: While performing the duties of this job, the employee is occasionally required to stand, climb or balance, stoop, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 40 pounds.

Work Environment: While performing the duties of this job, the employee will work primarily in a usual office or school environment including classrooms, cafeterias, hallways, playgrounds, gyms, and other spaces accessible to students. The Employee may be required to work from a remote location in the event of a district shut-down or other event.

Mental Functions: While performing the duties of this job, the employee is regularly required to communicate, compare, analyze, coordinate, instruct, evaluate, and use interpersonal skills. Occasionally required to compile, copy, compute and negotiate.

TRANSPARENCY IN PAY AND BENEFITS

Adams 14 is committed to transparency in compensation and benefits and complies with Colorado's Equal Pay for Equal Work Act. We offer a competitive and comprehensive benefits package designed to support the health, financial security, and well-being of our employees.

Compensation for this position is **\$64,501 to \$121,414** per year (2025-2026), based on verified experience and qualifications, and aligned with the Adams 14 salary schedule. This position is scheduled for **188** work days annually. Additional compensation opportunities may be available through stipends or supplemental assignments, depending on job responsibilities.

Benefits include: Paid Time Off (PTO), Medical, dental, and vision insurance plans, District contributions to Health Savings Accounts (HSA), Flexible Spending Accounts (FSA), Employee Assistance Program (EAP) with free and confidential support services, Wellness and preventive care programs. Voluntary coverage options for life insurance, accidental death and dismemberment (AD&D), critical illness, cancer care, legal assistance, and accident insurance are available for all full-time staff.

Retirement and voluntary benefits include: Membership in the Colorado Public Employees' Retirement Association (PERA) and optional retirement savings plans including 403(b) and 457(b).

For more detailed information, please review the Adams 14 Employee Benefits Guide, available on the District website

Employee Printed Name: _____ Employee ID Number: _____
Signature: _____ Date: _____