

The Reading Specialist is a specialized assignment that requires leadership and the ability to effectively coordinate and collaborate in the ongoing planning, implementation, development, of the area of assignment. The Reading Specialist will work closely with the Director of Exceptional Student Services and Principals to ensure that reading intervention programs are established and carried out efficiently and effectively. The Reading Specialist shall serve as a key resource person for the implementation of programs assigned to their specific area. The Reading Specialist reports to the Director of Exceptional Student Services and works collaboratively with district administrators and coordinators in supporting school and student success.

Chain of Command

This position reports directly to the School Principal. This position is evaluated by the School Principal.

Competencies of the Reading Specialist

The Reading Specialist shall possess deep knowledge of reading content, instructional strategies for reading intervention, reading assessment and implementation of effective, evidence-based reading intervention programs. Additionally, the Reading Specialist shall possess deep knowledge of local, state and federal curriculum and assessment requirements as well as current policy related to Arizona Standards in their area of assignment. Listed below are the leadership competencies required for this position:

- **Accountability:** Holds self and others accountable for measurable high-quality, timely, and cost effective results. Determines objectives, and sets priorities. Accepts responsibility for mistakes.
- **Communication:** Effectively communicate to audiences in diverse situations through strong written and verbal communication skills.
- **Collaboration:** Works productively and positively with others within and across departments and schools.
- **Innovation-** Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting edge programs/processes.
- **Problem Solving:** Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.
- **Resilience:** Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
- **Results Oriented:** Drives towards achievement of challenging goals, through a disciplined approach to work, using risk analysis, aligning strategy and mission, and regularly reviewing key measures of results.

Essential Duties of the Reading Specialist:

- Collaborate with school leaders, teachers, and Director of ESS in implementation of the school based academic intervention model.
- Design effective Tier 2 and 3 reading intervention lessons to accelerate student reading achievement and provide direct instruction to Tier 3 and Tier 2 students in reading.
- Provide professional development for certified and classified staff on reading intervention methodologies and programs.

- Demonstrates and employs knowledge of Orton-Gillingham methodologies and reading intervention programs based on Orton-Gillingham methodologies.
- Employ a knowledge of dyslexia and the development of language to plan individual and small group reading intervention.
- Assist teachers in developing and implementing classroom-based, reading interventions for individual children and small groups of children.
- Implement and track all reading intervention plans and progress for all identified students.
- Demonstrate knowledge of a wide range of reading assessments, including: screening assessments, diagnostic assessments, progress monitoring tools, and norm-referenced reading achievement tests.
- Communicate and collaborate with classroom teachers about alignment between classroom instruction and reading intervention.
- Facilitate the scheduling, planning and implementation of differentiated curriculum and assessments for students with an identified reading need with the general education classroom teacher.
- Assess the accomplishments of students in a variety of ways on a regular basis and provides progress reports as required.
- Build effective relationships with parents and students through regular communication and available to students and parents for education-related purposes.
- Work flexible schedule for before or afterschool supports as needed.
- Participate in professional development and meetings with ESS Director.
- Serve as a liaison and have active involvement with professionals at the District and site levels.

Minimum Qualifications

- Bachelor's degree in Education or equivalent combination of education and experience to successfully perform the essential duties of the job listed above
- Valid Arizona Teaching Certification and five years of teaching experience
- Valid Arizona Reading Endorsement
- Training on Orton-Gillingham methodologies and/or Orton-Gillingham based reading programs, e.g., Wilson Reading System, Barton Reading and Spelling, Foundations, etc.
- Knowledge and experience in implementing individual and small group reading intervention
- Knowledge and experience in the development and evaluation of reading interventions

Preferred Qualifications

- Master's Degree in Education