



**Jalen Rose Leadership Academy**  
Future Jaguar Role Specifications

<b>Job Title:</b> Special Education Instructor	<b>Contract Type:</b> Salaried (Full Time)
<b>Department:</b> Instructional	<b>Salary:</b> See Compensation Matrix
<b>Reports to:</b> Special Education Manager	<b>Schedule:</b> 10 month

As an educator with Jalen Rose Leadership Academy, you are considered a guardian to our students (whom we refer to as scholars). You will also build trust and community in your classroom via clear and timely communication with your scholars and families. At JRLA, we have created a model specifically designed to raise achievement for historically underserved scholars. We support your creativity and wholeheartedly encourage a rigorous, personalized, and well-rounded educational experience to meet the unique needs of each scholar in your classroom.

Established in 2011 by NBA Star Jalen Rose and Co-Founder Michael Carter, JRLA is located on the Northwest side of Detroit in the zip code where Jalen grew up. An open enrollment, tuition-free, public charter high school, JRLA provides a leadership-focused education to 420 scholars and nearly 1,000 alumni. The mission is to empower all scholars to develop the strength of character, skills, and knowledge needed to matriculate, be great in, and graduate from college or a postsecondary program so that they have the opportunities to be successful in the competitive world and take care of themselves and the people they love.

Built around a 9-16 model, JRLA has never wavered in its pursuit to improve the educational landscape for Detroit area youth. After 13 years of operations, JRLA remains steadfast in its commitment to not only get scholars to graduate from high school but for them to graduate from college or a postsecondary program as well – outcomes that are real game changers in urban education. With a 97% high school graduation rate, 100% college and postsecondary acceptance, and a leader among open enrollment high schools in Detroit for college matriculation (69% compared to a state average of 64%), JRLA knows the path to college and a successful future.

JRLA is authorized by Central Michigan University and is a self managed single-site charter school.

**Job Summary:** The Special Education Teacher is responsible for designing, implementing, and monitoring individualized educational and behavioral support plans that cater to the diverse needs of scholars. This role involves developing comprehensive Functional Behavior Assessments (FBA), Behavioral Intervention Plans (BIP), and Individualized Education Programs (IEP), utilizing continuous data collection to inform program development and monitor progress. The teacher will assess scholar skill areas and behavioral challenges, design curriculum, specially designed instruction and set clear goals and objectives tailored to each scholar's unique needs. Additionally, the role includes providing staff training and consultation on lesson progression, developing transition plans to promote independent functioning, and adapting classroom activities in collaboration with general education teachers to ensure inclusive participation. A key aspect of this position is the ability to analyze situations accurately and adopt effective interventions, all while working collaboratively with peers and adhering to state and school guidelines to foster an environment of academic success and social-emotional wellness for all scholars.

**Essential Job Tasks:**

- Develop engaging lesson plans that support diverse learning needs by providing specially designed instruction.
- Develop, implement, and monitor effective Functional Behavior Assessments (FBA), Behavioral Intervention Plans (BIP), and Individualized Education Programs (IEP) including data collection and program development.
- Assess student skill areas and behavioral challenges; monitor and evaluate student progress and/or recognize the individual needs of students.
- Design curriculum, goals and objectives.
- Provide staff training and lesson progression consultation.
- Develop transition plans to facilitate independent functioning in the classroom.
- Monitor lesson and IEP goal progression of students.
- Analyze situations accurately and adopt an effective course of action.
- Ability to work collaboratively with peers, working toward the best interest of students while adhering to state and school guidelines.
- While working with general education teachers, adapt classroom activities, assignments and/or materials, for the purpose of providing an opportunity for all special education students to participate in classroom activities.
- Analyze student data to assess progress, inform instruction, and improve learning outcomes.
- Lead a student advisory group in order to foster community, social and personal growth, and goal-setting.
- Fulfill operational responsibilities throughout the day as assigned.
- Uphold professional ethics and standards as an educator and a member of the Jaguar family.

#### **Minimum Job Qualifications:**

- You believe **ALL** children can and will succeed regardless of their zip code.
- You have earned a Bachelor's degree in the subject area or related field (Master's degree preferred).
- You have a valid Michigan teaching certification OR verifiable expertise/special education endorsement in the content area (preferred).
- You have a minimum of 3 years of teaching experience and demonstrated results teaching ELA and Math courses.
- You possess strong classroom management skills and the ability to inspire and motivate high school scholars.
- You are an excellent communicator with professional interpersonal skills.
- You are able to work independently.

#### **Core Competencies:**

- A passion for working with scholars and families in under-served communities
- Effective verbal and written communication skills
- Team player with strong interpersonal/influence skills
- Possess organizational and technology skills

#### **Why should you apply?**

- Competitive Salaries
- Paid Development Opportunities
- Retention Bonuses
- Monthly Mental & Physical Wellness Events & Initiatives
- JRLA fringe benefits (birthday gifts, team building events, SWAG, unique experiences)

#### **Our Core Values:**

- The power of **RESPECT**: I find success through empathy and integrity
- The power of **DETERMINATION**: I have the will to succeed
- The power of **EXCELLENCE**: I must take ownership in my learning to succeed

- The power of **FAMILY**: I succeed when we all succeed

*This position description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Duties, responsibilities, and activities may change, or new ones may be assigned at any time with or without notice.*

Employee Name:	PLEASE PRINT
Employee Signature:	Date:
Supervisor Signature:	Date:

**Created:** 1/27/25; **Revision** Dates: 1/12/2026