

Crosslake Community Schools Job Description

Position: Online High School Reading Interventionist

Location: Remote

FTE/ Hour Allotment: Half-Time (0.5 FTE)

Immediate Supervisor: Director of Online Learning

Position Summary:

The Online Reading Interventionist will provide targeted, individualized support to students struggling with reading in grades K-12 through the Crosslake Community School Online Program. In alignment with our mission to grow environmentally literate, community-impacting learners of excellence, the interventionist will develop and implement engaging, personalized intervention strategies, assess student progress, and support students in building foundational literacy skills while fostering meaningful connections with each other, the community, and the environment. This role will adhere to the requirements of the Minnesota Reading to Ensure Academic Development (READ) Act.

Essential Duties and Responsibilities:

Reading Intervention:

- Implement reading intervention strategies in accordance with the Minnesota READ Act, which replaced the Read Well by Third Grade (RWBTG) program as of July 1, 2023
- Provide reading intervention to ensure every student is reading at or above grade level every year, beginning in kindergarten
- Support multilingual learners and students receiving special education services in achieving their individualized reading goals to meet grade level proficiency
- Utilize evidence-based reading instruction methods as outlined in the READ Act
- Conduct regular assessments of students' reading abilities using approved screening and progress monitoring tools
- Develop and implement personalized reading intervention plans aligned with the READ Act requirements and CCS's strategic directions
- Collaborate with classroom teachers to ensure a cohesive approach to literacy instruction across all subjects
- Stay informed about updates and resources related to the READ Act, including information from the Center for Applied Research and Educational Improvement (CAREI), and MN Service Cooperatives
- Participate in professional development opportunities related to the implementation of the READ Act
- Assist in the development and implementation of the district's local literacy plan as required by the READ Act
- Monitor and report on student progress in alignment with READ Act requirements

General Responsibilities:

- Provide one-on-one and small group online instruction to students struggling with reading
- Collaborate with classroom teachers, special education staff, and families to ensure a coordinated approach to student support
- Maintain detailed records of student assessments, interventions, and progress
- Communicate regularly and effectively with students, families, and school staff about student progress and intervention strategies
- Participate in student/family conferences and online school events to build a sense of community
- Contribute to the development and implementation of school-wide reading support initiatives
- Participate in professional development activities to enhance intervention skills and support continuous improvement
- Integrate environmental literacy and community impact into reading interventions where appropriate
- Support school-wide efforts in environmental education and college/career readiness
- Maintain confidentiality and adhere to school policies and procedures
- Contribute to a culture of trust, honesty, and responsibility
- Stay up-to-date with the latest research and best practices in reading intervention strategies

Position Qualifications & Required Skills:

- Valid Minnesota teaching license in Communication Arts and Literature (5-12 or 7-12) or Reading (K-12)
- CARIEALL trained or willingness to complete the training program
- Experience with implementing personalized reading intervention plans
- Knowledge of approved reading assessment tools and progress monitoring techniques
- Experience with online teaching and learning platforms
- Strong knowledge of reading content, pedagogy, and intervention strategies
- Excellent communication and interpersonal skills
- Proficiency in using technology for instruction and collaboration
- Ability to work independently and as part of a team
- Strong organizational and time management skills
- Commitment to CCS's core values: Respect, Excellence, Learning, Integrity, and Community

Desired Qualifications:

- Experience as a reading interventionist or in a similar role
- Experience providing interventions with high school students
- Familiarity with various reading intervention programs and assessment tools
- Background in differentiated instruction and supporting diverse learners
- Experience teaching in an online or blended learning environment

- Familiarity with Google Workspace for Education
- Interest or experience in integrating environmental themes into reading instruction
- Experience in implementing reading intervention programs aligned with state legislation similar to the READ Act
- Familiarity with the resources and partnerships outlined in the READ Act, including CAREI and MN Service Cooperatives

Work Schedule and Agreement:

- Number of Days: 175 (Prorated for start dates after Teacher Workshop Week)
- Hours per day: 4; general business hours are 7:45 a.m. to 3:45 p.m.
- Expected Hours: School Days and Professional Development Days plus scheduled days in collaboration with the Director of Online Learning

Salary Range:

Based on the current Teacher Salary Scale

Benefits Package:

Benefits package will be available at the interview for review.

Commitment to CCS Vision:

The ideal candidate will strive to create an online learning environment where struggling reading students build confidence, skills, and meaningful connections with each other, the community, and the environment through exceptional and relevant learning experiences in literacy. They will be committed to achieving the goals of the READ Act, ensuring every student reads at or above grade level and supporting multilingual learners and students receiving special education services in meeting their individualized reading goals.

Note: This job description is not intended to be all-inclusive. Employee may perform other related duties as negotiated to meet the ongoing needs of the organization.

Board Approved: [Date TBD]