



Loudoun County Public Schools

HUMAN RESOURCES AND TALENT DEVELOPMENT JOB CLASS SPECIFICATION

Certified: 7/1/2023

Director, Special Education

Pay Scale: B

Level: 28

FLSA Status: Exempt

Job Family: Administration

Primary Location: Administration Building

Department Overview

The Department of Student Services focuses on prevention and intervention approaches in the schools and is committed to the "Education of the Whole Child" to ensure safe, healthy, and supportive learning environments for all students. The department supports student performance through special education, school counseling, student registration, health, social work, student assistance, attendance, homebound, assessment, diagnostic, psychological and parent resource services. The department includes the following teams: Student Services, Student Mental Health Services, Diagnostic and Prevention Services, Special Education Specialized Instruction, and Special Education Procedural Support.

Job Overview

The Director of Special Education is a division leader responsible for the strategic direction, organization, development and implementation of high-quality specialized services for students with disabilities in all LCPS schools and related professional development for staff.

Roles and Responsibilities

The following information is intended to describe the overall nature and scope of the work being performed. This is not a comprehensive listing of all responsibilities or tasks; work may differ and other work may be assigned when deemed appropriate.

- Supervises and evaluates activities of special education administrators including strategic planning and coordination of respective areas and ensures accountability for program implementation for students with disabilities, staff support and compliance with regulations and procedures
- Interprets federal, state and local laws, regulations and procedures related to the Individuals with Disabilities Education Act (IDEA) and the Code of Virginia; provides guidance and support to school administrators and direction to staff regarding the implementation of federal and state regulations; ensures accountability for compliance with federal and state laws and regulations
- Provides oversight and strategic direction for special education program development and related professional development for school staff on special education effective practices with an instructional focus and the accurate implementation of the IDEA; engages in strategic planning of program goals and the budget for the Office of Special Education and related grants and administers the budgets of assigned areas; responsible for staffing projections and staffing allocations to individual schools in accordance with staffing standards, fiscal allocations and program efficiencies
- Analyzes data regarding student performance, staffing, enrollment growth and other important trends regarding students with disabilities; creates comprehensive reports/analyses for the Superintendent and School Board with relevant data; develops, implements and monitors a data-based continuous improvement plan for improving student achievement for students with disabilities
- Conducts staff meetings and works with special education administrators to coordinate program activities related to responsibilities for students, parents and school staff; coordinates services and cross-functional teams with other offices within Student Services and the Departments of Instruction, Human Resources and Talent

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Development, and Support Services; assists in the interview process of new personnel; conducts short-term and long-range strategic planning; approves and monitors contracted services agreements; responds to requests for information from the public

- Collaborates with parents, administrators and school division staff to address issues related to students with disabilities; participates, as the division liaison, in the Special Education Advisory Committee meetings; attends School Board meetings and prepares such reports for the Board and the Virginia Department of Education, as requested; coordinates grant applications relevant to special education and pursues grant funding for special projects

Qualifications

Below are the minimum qualifications for this job. Equivalent combinations of education and experience are also acceptable.

Education

Master's Degree

Experience

Five (5) years of progressive overall education experience in teaching, supervision, administration
Demonstrated experience in developing and tracking budgets

Licenses and Certifications

Postgraduate Professional License with an endorsement Administration and Supervision and one or more areas of Special Education preferred

Knowledge, Skills and Abilities

- Knowledge of state and federal statutes, regulations, and rules relating to instruction, curriculum, student learning and ability to advise interested parties of the provisions of the laws
- Ability to maintain accurate records and to meet deadlines
- Strong organizational and interpersonal skills
- Ability to communicate with individuals of varied cultural and educational backgrounds
- Demonstrated professional characteristics necessary for working effectively with adult learners, large teams, and members of the community

Physical Requirements

The following provides a brief description of physical requirements for this job:

While performing the duties of this job, the employee is regularly talking, expressing or exchanging ideas by means of the spoken word. The employee must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly. The employee must possess normal cognitive abilities including the ability to learn, recall and apply certain practices and policies. Frequently sitting and/or remaining in a stationary position for long periods of time. Exerting up to 25 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects.

Equal Opportunity Employment

The Loudoun County School Board seeks to cultivate a high performing team of professionals focused on its mission and goals. The School Board values merit and excellence within its workforce and encourages the highest levels of professionalism for all its employees.

The School Board also recognizes and values the diversity of the students and broader community it serves and encourages diversity within its workforce.

The Loudoun County School Board is an Equal Opportunity Employer. The School Board does not discriminate against qualified applicants or employees on the basis of actual or perceived race, national origin, ancestry, color, sex, sexual orientation, gender identity, pregnancy, childbirth or related medical conditions, marital status, age, religion, disability, genetic information, veteran status or any basis protected by law.

ADA Accommodations Disclosure

Under the Americans with Disabilities Act (ADA), Loudoun County Public Schools is required to provide reasonable accommodations to qualified employees with disabilities, unless doing so would pose an undue hardship. Qualified employees are those who hold the necessary education, skills, and experience for the job; and who can perform its essential responsibilities, with or without an accommodation.

Remote Work Disclosure

The following guidelines apply to jobs and positions where employees have been identified as having the potential to work remotely. Remote work is defined as completing one's duties and responsibilities at a site other than one's assigned duty location. In order to be eligible for remote work privileges, an employee must have demonstrated consistent, positive performance and have the support and approval of their direct supervisor. In addition, these employees must have reliable high-speed internet and a designated workspace that allows them privacy while completing sensitive and confidential work. Employees who are non-exempt and are working remotely will work their regular scheduled hours and gain prior approval from their supervisor if they work more than 8 hours a day or more than 40 hours in a workweek. Remote work privileges can be amended, changed, or revoked based upon the performance of the employee, as well as the needs of Loudoun County Public Schools.