



SCHOOL

The Mission of [North Lakes Academy](#) is to graduate students who are confident, skilled scholars and citizens. Our expectation is that students and teachers excel in core academic and artistic disciplines, develop a sense of purpose and path, and value a united community built through appreciation of diversity.

Since 1999, North Lakes Academy has provided a personalized learning environment designed to meet a wide variety of academic needs. With strong core subjects and a full complement of liberal arts courses, NLA provides quality learning in a responsive learning atmosphere. In 2008, NLA was granted approval from the state of Minnesota to expand to serve students in grades 5-12. The first graduating class was the class of 2011.

North Lakes Academy is one of the oldest charter schools in Minnesota, one of the last teacher-run school boards in the United States, and one of only a few education options in a large land-area district on the border between suburban and rural Minnesota.

WHY US?

- + We help students discover their passions and stay confident learners throughout their lives.
- + We're a fast-paced, collaborative working-environment that's also thoughtful about designing reflection and resetting time for teachers and students.
- + We think about what we can do better and faster than other area schools on a daily basis and learn quickly from other models of innovation (See our [Becoming Program](#) for one example).
- + We're a friendly and creative team with diverse backgrounds, who are all really kids, parents, coaches, and entrepreneurs at heart.
- + We're an interesting school that feels more like a startup, a workshop, and a family.
- + We're close to Highway 35 and easily accessible from the metro area or surrounding suburbs (Many teachers commute from the cities, surrounding suburbs, and even Wisconsin).
- + We design flexible professional development experiences.
- + We provide exceptional medical and dental benefits.
- + We work with teachers to choose a personalized technology setup.

TEACHER EXPECTATIONS: Special Education Paraprofessional

We are building the next generation of citizens and we're looking for leaders to help architect, design, and reimagine the future of education for students and the adults that love them. As a part of the special education team, you will work directly with directors and colleagues to create an ambitious and engaging experience for middle schoolers. You'll execute the support plans for exceptional learners.



+ Responsibilities

- Build positive, healthy and effective relationships with students, families and colleagues
- Display and sustain a passion for educating exceptional learners
- Drive achievement and growth for all students toward deep understanding and mastery of skills
- Support the implementation of goals and accommodations for students with Individualized Education Plans (IEPs)
- Provide academic and behavioral support for students with learning needs
- Work closely with team members to provide high quality services
- Perform other duties as required and assigned

+ Skills & Experience

- Evidence of possessing a developed skill set with a variety of technology platforms including GAFE and Schoology. Experience with SpedForms is a plus
- Evidence of experience supporting accommodated and modified curriculum for exceptional learners
- Evidence of understanding best practices around differentiation and accommodation
- Evidence of producing high levels of student growth and achievement

+Star Qualities

- Enthusiastic optimist: thinks in terms of do's rather than don'ts
- Willingness to risk: sees failure as temporary and learns from experience with failure
- Lifelong learner: is endlessly curious; borrows, seeks, innovates

FOLLOW UP QUESTIONS TO EXPECT (OR INCLUDE IN YOUR COVER LETTER)

1. Share a story about an innovative project you worked on: What was the project, why was it innovative, and what happened?

2. Tell me a time when you had to “sell” a new strategy to (your boss/your peer/your student). What was the strategy and how did you sell it in?

3. What was the last hard thing you taught yourself, either at work or in your non-work life?

4. What leadership skills are you working on? What skills are you trying to develop to be more effective? What have you done to develop that skill?