



Special Education Teacher (Elementary) & Speech-Language Pathologist (SLP)

Oak Hill Academy

Oak Hill Academy is seeking a **Special Education Teacher (Elementary)** and a **Speech-Language Pathologist (SLP)** to support students with autism, ADHD, learning disabilities, and other special needs. These roles focus on delivering individualized instruction, IEP implementation, and/or speech therapy services in a structured, supportive learning environment with a **low student-to-teacher ratio (10:1)**.

This position will report to the Executive Director or Chief of Staff.

Compensation

Special Education Teacher (Bachelor's Degree): Starting at \$50,000

Special Education Teacher (Master's Degree in SPED or SLP): Starting at \$55,000

Speech-Language Pathologist (SLP): Compensation commensurate with experience and licensure

Key Responsibilities

Special Education Instruction

- Develop and implement IEPs (Individualized Education Programs)
- Differentiate instruction for students with autism spectrum disorder and learning differences
- Use student data to modify lesson plans and track progress
- Manage classroom behavior using evidence-based strategies (e.g., Conscious Discipline)
- Provide small-group and individualized instruction
- Maintain student progress monitoring and documentation

Speech-Language Pathology (SLP Duties)

- Provide speech therapy services (articulation, language, social communication)
- Conduct evaluations and develop speech/language IEP goals
- Maintain documentation in compliance with state and federal guidelines (IDEA)



- Collaborate with instructional staff to support communication goals
- Track progress and adjust therapy interventions

Collaboration & Communication

- Partner with teachers, therapists, and leadership to support student success
- Communicate with parents/guardians regarding student progress and goals
- Participate in ARD/IEP meetings
- Collaborate with multidisciplinary teams
- Support a positive and structured learning environment

Qualifications

Special Education Teacher

- Bachelor's degree in Special Education, Education, or related field (required)
- Master's degree in Special Education or related field (preferred)
- Texas Special Education certification (preferred or ability to obtain)
- Experience with IEPs, behavior plans, and inclusive classrooms
- Experience working with students with autism, ADHD, or learning disabilities preferred

Speech-Language Pathologist (SLP)

- Master's degree in Speech-Language Pathology (required)
- Active Texas SLP License (TDLR) (required)
- CCC-SLP (preferred)
- School-based or pediatric experience (preferred)
- Experience supporting neurodivergent learners preferred



Preferred Experience / Keywords

- Special Education Teacher
- Elementary Special Education
- Autism / ASD support
- IEP development & compliance
- Behavior Intervention Plans (BIP)
- Speech Therapy / Speech Pathologist
- School-based SLP
- ARD meetings / IDEA compliance

Why Join Oak Hill Academy?

- Small class sizes (10:1 ratio)
- Supportive and collaborative environment
- Mission-driven work supporting neurodivergent students
- Structured learning environment
- Meaningful impact on student growth and development

Benefits

- Health insurance
- Dental & vision insurance
- Retirement plan with employer match
- Free telemedicine & mental health services
- Paid time off (PTO) + school holidays



Equal Employment Opportunity Statement

Oak Hill Academy is an Equal Opportunity Employer (EEO) and complies with all applicable federal, state, and local employment laws, including but not limited to Title VII of the Civil Rights Act, ADA, ADEA, and EEOC regulations.

We are committed to creating an inclusive environment for all employees and applicants. Employment decisions are made without regard to race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, genetic information, veteran status, or any other protected status under applicable law.

Reasonable accommodations may be made in accordance with the Americans with Disabilities Act (ADA).