

Special Education Teacher

Full-Time

Memphis, TN

Grades 6-12

2026-27

ABOUT CONCORD ACADEMY

Concord Academy is the Midsouth's premier independent school exclusively serving neurodiverse students in grades 6-12. We are a small, accredited, independent school where teachers are celebrated as professional experts in learning. Our mission: Preparing students with learning differences for lifelong success.

At Concord, you'll join a community that earned a faculty/staff net promoter score of +87 (on a scale of -100 to +100), a testament to our small class sizes, supportive culture, and shared commitment to students who learn differently. Our teachers describe the administration as welcoming, responsive, and accessible, and report a strong sense of belonging to the school community.

WHY YOU'LL LOVE WORKING HERE

Health Coverage	Optional group medical benefits available to all full-time staff.
Retirement Plan	Portable school contributions to support your long-term financial wellbeing and invest in your future.
Professional Development	Support for your professional goals, whether that's additional credentials, professional interests, or specialized skill-building.
Paid Leave	More than 30 days of paid time off/holidays so you can recharge and bring your best self.
Small Class Sizes	Work closely with students every day and watch your impact unfold.
Community	Join a community of families, students, teachers, and staff with a shared mission, vision and values.

THE ROLE

As a Special Education Teacher at Concord Academy, you'll be at the heart of our students' academic experience where your work is meaningful and clearly defined. You'll design and deliver individualized instruction across multiple subjects, building an environment where neurodiverse learners don't just survive — they thrive.

What You'll Do

- ▶ Teach core academic subjects aligned with Tennessee State Standards with a manageable case load and small class sizes
- ▶ Design and implement Individualized Learning Plans (ILPs) tailored to each student's unique strengths and goals, working with families on goal-setting and home support
- ▶ Support executive functioning development, life skills, and social-emotional growth
- ▶ Modify instructional strategies, adapt curriculum, and implement accommodations for diverse learning styles and cognitive profiles
- ▶ Create a structured, supportive classroom that fosters both physical and emotional safety
- ▶ Collaborate with teachers, behavior specialists, and support staff to ensure every student gets comprehensive care
- ▶ Communicate regularly and proactively with parents and guardians about achievements and strategies
- ▶ Maintain accurate student records, progress reports, and assessment documentation

QUALIFICATIONS

Required

- ▶ Bachelor's Degree from an accredited college or university
- ▶ Valid Tennessee teaching license with Special Education or Interventionist endorsement
- ▶ Minimum 1 year of teaching experience (3+ years strongly preferred)
- ▶ Commitment to Concord's mission and to building mission-aligned partnerships
- ▶ Ability to work independently with high initiative while excelling as a collaborative team member
- ▶ Proficiency in Office 365 — Outlook, Word, Excel, PowerPoint, and OneDrive

You're a Great Fit If You Are

- ▶ Passionate about and deeply committed to neurodiverse learners
- ▶ Creative and flexible in your approach to instruction and problem-solving

- ▶ Calm, patient, and supportive even in challenging situations
- ▶ Someone who takes pride in your work—and wants to keep getting better
- ▶ A strong communicator who values clear expectation and authentic collaboration
- ▶ Dedicated to continuous professional growth and a strength-based view of neurodiversity
- ▶ Skilled at building positive, warm, and respectful relationships with students with diverse learning needs and families of diverse backgrounds

OUR VALUES

We believe all students can learn when given adequate supports and a caring environment, and we are deeply committed to the following values:

- ▶ Embracing differences and recognizing strengths
- ▶ Hearing all voices through active listening
- ▶ Creating a safe space—physically and emotionally—for learning
- ▶ Preparing all students for success

READY TO MAKE A DIFFERENCE?

We're looking for a skilled, caring teacher who wants to do great work in a well-supported and collaborative environment. If that sounds like you, we'd love to hear from you.

Apply online: concord-academy.org/career-opportunities

Starting salary (Bachelor's degree and 1 year experience): \$47k

Concord Academy | 4942 Walnut Grove Road, Memphis TN | concord-academy.org

Concord Academy does not discriminate on the basis of race, color, national origin, religion, age, gender, sexual orientation, or disability in its enrollment, programs, activities, or employment.