

Reading Specialist (Barton Reading & Spelling Program)

Full-Time | School-Year Position

Boys Home of Virginia – Covington, VA

Position Summary

The Reading Specialist is responsible for providing structured, evidence-based reading intervention using the **Barton Reading & Spelling System**, an Orton-Gillingham-based, multisensory program. This position supports students with reading challenges, including dyslexia and other language-based learning differences, by delivering targeted intervention that improves decoding, fluency, comprehension, and spelling skills.

Working within the Boys Home of Virginia residential setting, the Reading Specialist plays a critical role in advancing literacy, academic confidence, and long-term educational success. The specialist collaborates closely with faculty, administration, and residential staff to support students' academic and personal growth in alignment with the mission and values of Boys Home.

Reporting Structure

The Reading Specialist reports to the Academic Director/Principal and collaborates with classroom teachers, instructional staff, counselors, and residential personnel.

Essential Duties and Responsibilities

Instruction & Intervention

- Provide individualized and small-group reading intervention using the **Barton Reading & Spelling System** with fidelity.
- Conduct initial literacy screenings and ongoing progress monitoring.
- Develop structured intervention plans tailored to individual student needs.
- Maintain detailed documentation of student progress and mastery levels.
- Adjust instructional pacing based on student performance and data.

Assessment & Documentation

- Administer diagnostic and progress-monitoring assessments.
- Analyze data to inform instructional decisions.
- Maintain accurate student records in accordance with school policy.
- Provide regular progress reports to administration and instructional staff.

Collaboration & Support

- Work collaboratively with classroom teachers to reinforce literacy strategies across content areas.
- Communicate student progress and concerns with appropriate staff and guardians.
- Provide guidance on reading accommodations and strategies that support classroom success.
- Participate in multidisciplinary meetings regarding student academic planning.

Professional Responsibilities

- Maintain fidelity to the Barton Reading & Spelling System protocols.
 - Participate in ongoing professional development related to structured literacy and reading intervention.
 - Uphold confidentiality of student records and information.
 - Support the mission and character-development goals of Boys Home of Virginia.
 - Maintain professionalism in communication, conduct, and collaboration.
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Qualifications

Required:

- Bachelor's degree in Education, Reading, Special Education, or related field
- Training in or willingness to become certified in the Barton Reading & Spelling System
- Knowledge of structured literacy and multisensory instructional practices
- Strong organizational and documentation skills
- Ability to build supportive relationships with adolescents

Preferred:

- Barton certification (Level 1 and beyond)
 - Experience working with students with dyslexia or language-based learning differences
 - Experience in a residential or alternative education setting
 - Virginia teaching license (Reading Specialist, Special Education, or related endorsement preferred)
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Professional Expectations

- Demonstrate patience, consistency, and a growth-oriented mindset
- Maintain structured, predictable instructional sessions
- Collaborate effectively within a team-based residential school model
- Reinforce Boys Home values including integrity, accountability, perseverance, and respect

Evaluation

Performance will be evaluated based on:

- Fidelity of Barton implementation
- Student progress and literacy growth
- Collaboration and communication
- Professional conduct and contribution to the school community