



Job Description  
Lead Instructor | Junior Trailblazer Academy

The STARability Foundation **S**upports people with disabilities by providing life-transforming opportunities that emphasize **T**eamwork and connection to the community to build **A**wareness and **R**espect for individual abilities. STARability serves individuals with intellectual and developmental challenges in Southwest Florida, where we provide lifetime support and opportunities. STARability opens up a whole calendar of engaging activities with innovative and creative programs that focus on continuing education, teamwork, and community involvement.

**Position Summary:**

The Junior Trailblazer Academy is an after-school program that offers vocational training, continuing education and life-enriching opportunities such as art, health and wellness activities to students with intellectual and developmental disabilities between the ages 14 and 21 who attend Collier County high schools. The program also focuses on employment readiness training, life skills education and community connections through the arts and environment.

The Lead Instructor for the Junior Trailblazer Academy will assist the director in developing lesson plans and instructing classes. This position will also involve conducting assessments and assisting in the analysis of assessment data to make informed decisions that will benefit the participants in building life skills and reaching individual goals to increase their independence. Through this program, participants have the opportunity to interact with our community partners, and so the Lead Instructor should have a passion for advocating for the participants while out in the community.

This position is full-time, Monday-Friday, 9:30 am – 5:30pm, and may include supporting other programs and/or providing job coaching. The rate is \$20.00 dollars per hour.

**How to Apply:**

To apply, please send a cover letter and resume to [jason@starability.org](mailto:jason@starability.org)

**Responsibilities:**

- Assist Director with planning and preparing engaging, interactive lesson plans and activities.
- Review, plan and prep for lessons during dedicated prep times.
- Effectively and enthusiastically deliver lessons during class times.



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- Check-in and track attendance of participants when they arrive at the program and after arriving at every location in the community.
- Actively adapt teaching styles during instruction to meet the needs of varying types of learning styles.
- Provide feedback about previous lessons and participants' understanding to other instructors and director.
- Work closely with Program Support Specialist to tailor materials and curriculum to best support the participants' needs.
- Implement and demonstrate what is taught in the curriculum to support the development of life skills in appropriate environments.
- Supervise and support the participants during all activities while out in the community and during activity times.
- Communicate effectively with the participants. This includes non-verbal techniques and/or using assistive technology.
- Evaluate participants using provided impact assessment to identify their level of independence in a life enrichment or vocational path.
- When needed, observe and track participants' behaviors, interactions and attitudes while engaging in classes/activities.
- Work closely with the Individual Academy Plan Specialist and Academy Program Specialist when developing Individual Academy Plans (IAP).
- Manage caseloads and complete assessments on time.
- Work with the director and other staff to analyze participants' data and make informed decisions on goals and/or programming.
- Implement strategies and activities to impact the participants' ability to demonstrate their independence in our 8 critical life skill categories.

**Qualifications:**

- A minimum of an Associate Degree in Special Education, Occupational Therapy, Therapeutic Recreation, Physical Therapy, Adapted Physical Activity, Physical and



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Health Education or a related field, **or** two years of experience providing education, social, or direct care services to people with intellectual and developmental disabilities.

- Ability to apply general principles of education, vocational training and socialization for individuals with developmental challenges and similar needs who are seeking and maintaining employment, and those seeking to develop skills that could eventually lead to employment.
- Ability to be flexible, patient and handle a variety of situations.
- Ability to communicate with a wide variety of individuals within the community.
- Candidates must have a valid state driver's license, be eligible to drive STARability vehicles, and be able to pass criminal background screening.
- Candidates must have competency in or willingness to learn a variety of virtual platforms and productivity software such as Zoom, Google Suites, Microsoft Office, and more to aid in educational instruction.