



**Adult Education Reading Instructor**  
**Full-Time: 40 hours per week with benefits**  
**Burlington, VT**

**Vermont Adult Learning Job Title:** Adult Education Reading Instructor

**Employment Classification:** A full-time position with benefits

**Reports To:** Instructional Coordinator

**Primary Work Site:** Burlington Learning Center/Remote

**Vermont Adult Learning:** Vermont Adult Learning (VAL) is a private nonprofit and a member of Vermont's Adult Education and Literacy System. Working closely with other nonprofits, state agencies, and schools, we serve seven of Vermont's 14 counties. We provide instruction in basic academic skills, work readiness, and English language skills; high school completion and GED prep; and transition to college and career services. Our programs are free to students, age 16 and older who do not hold a high school diploma or the equivalent skills.

**Purpose of the job:** The Adult Basic Education (ABE) Reading Instructor teaches basic and high school level **reading comprehension** skills including: *Phonological Awareness, Phonics and Word Recognition, Key Ideas and Details, Craft and Structure, Integration of Knowledge and Ideas*. These skills are taught to a diverse group of adults with a wide range of backgrounds, skills, and learning styles. Instruction includes individual and group classes of students, both in-person and online. The Reading Instructor works closely with other VAL staff to create a dynamic, effective learning environment in which all students find success. Instructors are committed to providing high quality services to our students and are expected to create engaging and effective lessons, projects, and courses for our students. Instructors also play a critical role in creating a welcoming, supportive environment for new and current students. This position demands a commitment to exceptional performance as well as working successfully within a team environment.

This position requires working in the Burlington Learning Center at least two days a week with the flexibility to work remotely the other day(s). However, there may be times when coverage of the Burlington Learning Center is required during scheduled remote days.

**Essential Functions & Responsibilities:**

- Provides high-quality individual and group instruction, remotely and in-person, to VAL students.
- Provides consistent learner-centered instruction in essential and high school level skills, as well as GED prep and TABE prep.
- Teaches applied, academic and interpersonal skills to adults.
- Develops curriculum and instructional materials.
- Provides an online course(s) to students from other VAL centers through the Online Learning Center.
- Effectively teaches students with varied educational skills, backgrounds, and ages.
- Completes required paperwork, other documentation, and data entry in a timely and accurate manner.
- Addresses individualized educational needs in group instructional settings.
- Focuses efforts and attention on achieving program goals and objectives.
- Participates in statewide and organizational-level professional development.
- Maintains professional standards of confidentiality.
- Collaborates effectively with other teachers and staff in helping students realize their Personalized Learning Plans and reach their educational goals.

**Qualifications, Knowledge & Skills:**

- Bachelor's Degree is required. Emphasis on education, reading and/or related discipline plus relevant teaching experience is preferred.
- Teaching license preferred.
- Experience preferred with at-risk students and involvement with alternative educational systems.
- Have demonstrated experience successfully supporting diverse students, including students of color, English Language Learners, LGBTQ students, and those experiencing the effects of poverty, homelessness, and single parenthood.
- Experience teaching adult students with learning differences, and other significant barriers to mainstream educational programs.
- Willingness to teach project-based classes and workshops.
- Strong technology skills and ability to leverage these skills to enhance student learning.
- Able to utilize distance learning strategies related to videoconferences, podcasts, collaborative projects and accessing remote resources.
- Must possess strong interpersonal, oral, and written English communication skills.
- Requires the ability to work well independently and as part of a team.
- Strong organizational skills and computer competency are needed for administrative tasks.

**Working Conditions & Environment:** May require working some weekend and evening hours. Travel will be required utilizing personal transportation. Requires reliable transportation with valid driver's license and insurance.

**Criminal Background Check and Mandated Reporting:** Vermont Adult Learning is committed to the safety of our students and staff. A confidential, national criminal records check as well as a check against the Vermont Child Abuse and Neglect Registry will be performed on all applicants offered employment. Continued employment is subject to the final determination reached based upon the results of these checks.

**All Vermont Adult Learning staff are required to be familiar with Vermont's Mandated Reporter law.**

**Benefits:** In addition to a competitive salary, Vermont Adult Learning offers the following excellent benefits – premiums based upon employee's work schedule:

- Medical insurance, including family plans and plans with employer contributions to a health reimbursement account (HRA).
- Dental Insurance
- Long Term Disability, Life Insurance, and Accidental Death and Dismemberment Insurance are available at no cost to the employee.
- Flexible Spending/Dependent Care Benefits
- Vision insurance
- Parental leave
- Retirement plan with immediate vesting and organization match of up to 4% after six months.
- Generous paid time off includes:
  - Combined Time Off (vacation and sick time) which increases with years of service
  - 11 paid holidays each year.

**Starting Salary:** Salary based on education and experience

**Application Deadline:** Position will remain open until filled.

**TO APPLY:** Send a cover letter and resume electronically to: [rcampbell@vtadulthoodlearning.org](mailto:rcampbell@vtadulthoodlearning.org)

**Vermont Adult Learning is an Equal Opportunity Employer**