

TITLE: TEACHER - Special Needs

Qualifications:

- Possession of a valid current Idaho Educational Credential authorizing service as a teacher of special needs students.
- Meet highly qualified status as defined by the state through appropriate praxis test(s) and/or endorsements in core subjects.
- Knowledge of: Principles, theories, methods, techniques, and strategies pertaining to teaching and instruction of special needs students; Child growth and development and behavior characteristics of children experiencing educational and social dysfunctions; Educational curriculum and instructional goals and objectives, and the educational trends and research findings pertaining to the learning disabled child; Behavior management and behavior shaping strategies, techniques and methods, and conflict resolution procedures; Socio-economic and cultural background differences of the school population.
- Such Alternatives to the above as the board may find appropriate & acceptable.

Reports To: Building Principal

Supervises: Classroom Para Educator

JOB GOAL: Under direction, teach and instruct special needs students in multiple grade levels in academic, social, behavioral, and other educational skill areas. Plan, develop, organize, and conduct a comprehensive educational and remedial program for special needs students and assist them in making an appropriate adjustment to a mainstreamed educational process, requiring an increased level of independence; and to do other related functions as required.

ESSENTIAL DUTIES

- Teaches and instructs special needs students in subject matter areas such as reading, language arts, social studies, mathematics, science, health, art, physical education, and music.
- Adapts an adopted course of study, program instruction guidelines, and instructional materials in meeting the educational needs of special needs students.
- Utilizes a variety of methodology in teaching and instructing students, including remedial instruction, demonstration, and activity participation.
- Students in citizenship and in the development of social skills.
- Prepares, develops, and utilizes a variety of instructional materials and aids appropriate to the instructional level of students with a wide range of mental, physical, and emotional maturity.
- Reviews, analyzes, and evaluates the history, background, and assessment of students in designing an educational program to meet individual educational needs.
- Individualizes instructional processes and adapts program activities to enhance student educational opportunities.
- Provides individual and group instruction in order to properly motivate students, and to effectively utilize the time available for instruction.
- Establishes and maintains standards of student behavior utilizing behavior management strategies and techniques, including behavior modification, reinforcement, and other positive behavior shaping processes.
- Reviews, analyzes, and evaluates student academic and social growth.
- Records and reports appropriate analyses and perceptions of student progress.
- Prepares, administers, scores, and records the results of criterion referenced, group standardized and specialized tests in evaluating student growth and progress.
- Counsels, confers, and communicates with parents, school and District personnel regarding student progress, and in the interpretation of the educational program.
- Works cooperatively with the IEP Team in assessing student strengths and weaknesses, and develops alternative solutions to remediate student learning problems.
- Plans, creates, and maintains an effective learning environment through the utilization of functional and aesthetically conceived displays, exhibits, bulletin boards, interest, learning and activity centers.
- Selects and requisitions appropriate educational supplies, materials, books, assistive technology, equipment, and learning aids.

- Establishes and maintains a suitable room environment through the proper control of heating, lighting, and ventilation.
- Performs a variety of non-instructional duties, including curriculum and instructional development activities, student supervision, and advisory and consultation activities.
- Work independently and with a team to maintain a clean, appropriate, and friendly work environment.
- Interact with students, parents, staff, faculty, and administration effectively and professionally.
- Follow oral and written instructions and observe District, State, and federal policies and procedures.
- Follow all Board-approved policies, safety rules, and regulations.
- Attend in-services and training sessions.
- Respect and practice confidentiality both in and out of school with regard to records, activities, and communications relating to all students, parents/guardians, and staff.
- Performs all other duties as assigned consistent with the responsibilities of a teacher, the Idaho Code of Ethics, and the negotiated contract.

PHYSICAL DEMANDS: The employee will be required to perform the duties necessary in a normal office environment. Employee is required to communicate effectively on the telephone and in person and hear sounds within the normal range of conversation; operate a keyboard and type, operate standard office equipment, lift or move objects that weigh up to 25 lbs. This job requires performing repetitive hand movement in gripping, fingering and hand/wrist/arm movements. Job tasks may require walking, standing, sitting, lifting, stooping, squatting, kneeling, bending, crouching, pushing, grasping and reaching.

TERMS OF EMPLOYMENT: Annual Contract. Salary according to current Certified Teacher Salary Schedule as approved by the Board of Trustees.

EVALUATION: Performance of this job will be evaluated annually in accordance with provisions of the board’s policy on evaluation of certified personnel.

An employee working in this position shall at all times be subject to the direction of the person to whom said employee has primary responsibility or said person’s designee (s) and at all times shall be subject to the rules, regulations and policies of the District as promulgated by the Board of Trustees. Each employee shall be held responsible for having knowledge of said school district rules, regulations and policies which have been reduced to writing and made available to the employee on the school district website: www.cassiaschools.org.

This position shall be considered exempt from overtime and minimum wage requirements of the Fair Labor Standards Act.

Cassia Joint School District No. 151 is an equal opportunity employer. Qualified applicants receive consideration for employment without discrimination based on gender, age, national or ethnic origins, race, color, religion or the presence of a non-job-related handicap. Employment is contingent upon the necessary verification and work eligibility.

EMPLOYEE ACKNOWLEDGEMENT: I certify that I have received a copy of my job description and acknowledge placement of this signed document in my personnel file at the Cassia Jt School District Office.

Employee Signature

Date

January 22, 2016