**K-2nd Deaf and Hard of Hearing Teacher**

**JOB DESCRIPTION**

**SUMMARY OF FUNCTION**

This is an instructional position that provides specialized instructional support to students with hearing impairments. The employee guides the learning process toward the achievement of curriculum goals and, in harmony with the goals, establishes clear objectives for lessons, units, and projects and has the ability to communicate these objectives to students. The work requires the employee to use a variety of instructional techniques and strategies; utilize appropriate technology, consistent with limitations of the location provided and the needs and capabilities of the individuals or student groups involved; use data to guide instruction; and work as a productive member of a multi-disciplinary team. The employee must display personal qualities which are appropriate for a professional teacher - such as: maintains professional ethics and confidentiality; is open to learning from others and accepts constructive criticism; is a positive role model for students - e.g., is consistent, fair, dependable, responsible and respectful. Additionally, the employee must have current knowledge of Special Education policy and procedures.

**ESSENTIAL JOB FUNCTIONS**

- Designs and implements instructional programming for students with hearing impairments to assure full participation in the District’s curriculum.
- Designs, develops and prepares instructional materials to support students with hearing impairments to support the instructional program.
- Tracks/monitors student progress on a regular basis and uses this data to make instructional decisions to support ongoing student progress.
- Works collaboratively with a multi-disciplinary team to develop and implement Individual Education Plans for students with hearing impairments, including Communication Plans.
- Maintains accurate records as required by District policies and procedures.
- Adapts and modifies curriculum and classroom environment to meet the unique needs of a variety of students with hearing impairments.
- Plans and supervises purposeful assignments for teacher aide(s), educational interpreter(s), and volunteer(s) and, cooperatively with supervisor, evaluates their job performance.
• Develops plans to effectively use adaptive equipment and devices designed to support students with hearing impairments, including various amplification systems.

• Collaborates with a variety of staff to assure the needs of students with hearing impairments are appropriately addressed

• Participates in team meetings and planning sessions to develop appropriate programming for students with hearing impairments

• Follows Federal and State Laws, Board of Education policies and approved District practices regarding special education students.

OTHER DUTIES

Performs related work as required.

KNOWLEDGES, ABILITIES, AND SKILLS

• Understands and demonstrates classroom management/instructional strategies to support student achievement

• Integrated technology skills to support the content areas

• Knowledge of child and adolescent development

• Knowledge of subject areas, curriculum, and standards based education

• Knowledge of Special Education Law, Policies and Procedures

• Knowledge of the general organization and functions of a public school system

• Ability to communicate effectively and resolve conflict with students, parents, and community groups

• Ability to independently drive to variety of sites each day

• Strong organization and communication skills

• Demonstrates accomplishments in keeping professionally current

• Demonstrates knowledge of best practices in the area of working with students with hearing impairments

QUALIFICATIONS
• Master’s degree or higher in an approved program for the preparation of special education specialists: deaf/hard of hearing

• Preferred minimum of 2 years of experience of working with students with hearing impairment

ORGANIZATIONAL RELATIONSHIPS

Reports to Building Principal

WORKING CONDITIONS

The work is performed in a typical school environment.

PHYSICAL DEMands

The work is mostly sedentary with periods of light physical activity. Typical positions require workers to walk or stand for long periods; lift and carry up to 20 pounds; climb stairs; bend, reach, hold, grasp, and turn objects; and use fingers to operate computer or typewriter keyboards. The work requires the ability to speak normally and to use normal or aided vision and hearing.

FLSA STATUS

Exempt

SALARY RANGE

Teachers (including Psychologists, Occupational, Therapists, Physical Therapists, and Counselors) hired into D11 are placed on the appropriate lane and step of the teacher salary schedule based on two factors which include:

a) the educational background of the applicant and
b) the number of years of prior job related experience (the maximum credit granted is 14 years provided the experience occurred in the last 15 years).

The minimum in-hire salary for a this position is $39,000/yr and the maximum salary is $69,077/yr

EQUAL EMPLOYMENT OPPORTUNITY
Colorado Springs School District 11 seeks to comply with applicable laws prohibiting discrimination in employment on the basis of race, religion, creed, color, national origin, sex, age, sexual orientation or disability.