

**Warrenton-Hammond School District  
Job Description**

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**Job Title:** Teacher – Special Education – Grade School  
**Reports To:** Special Education Director

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**JOB SUMMARY**

This position provides special education services to students with a variety of disabilities in a classroom or resource room setting. Instructs students, maintains student discipline and is responsible for student academic achievement.

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**ESSENTIAL DUTIES AND RESPONSIBILITIES**

*Essential duties of this position include the following. Employees in this position perform some or all of the following tasks. Other duties may be assigned.*

1. Follows and maintains knowledge of all District policy(ies) and procedures.
2. Develops and maintains a classroom environment conducive to effective learning within the limits of the resources provided by the District.
3. Instructs students and assigns homework, as relevant.
4. Grades papers, assignments and assessments promptly and accurately.
5. Tests and evaluates students' abilities, placement and progress, as required.
6. Prepares report cards and progress reports.
7. Completes all required communication log(s) and paperwork.
8. Plans a program of study that meets the individual needs, interests, and abilities of students.
9. Develops, gathers and prepares appropriate lesson plans and educational materials.
10. Assesses the accomplishments of students on a regular basis and maintains such records as required by law and by District policy.
11. Assists in the selection of books, equipment and other instructional materials.
12. Plans and supervises purposeful assignments for teacher aide(s).
13. Utilizes a variety of instructional techniques and instructional media, consistent with the needs and capabilities of the individuals or student groups involved.
14. Tests students for special education qualification, writes IEPs and behavioral plans, reviews IEPs, and conducts IEP meetings.
15. Writes eligibility reports and conducts eligibility meetings.
16. Meet state paperwork deadline requirements.
17. Works with other district and regional staff to implement IEPs, verify compliance with state and federal special education laws and check on student progress.
18. Facilitates parent/teacher conferences.
19. Supervises small groups of children at recess and lunch ensuring safety and security at all times in SPED classroom.
20. Takes all responsible precautions to provide for the health and safety of the students and to protect equipment, materials and facilities.
21. Works to establish and maintain open lines of communication with students, their parents and general education staff concerning both the broad academic and behavioral progress of their students.
22. Works to establish and maintain open lines of communication with the administration, other staff members and District patrons.

23. Assists in determining and evaluating educational goals consistent with District philosophy and strives to implement those goals by instruction and action.
24. Cooperates with other members of the staff in planning instructional goals, objectives, curriculum and instructional methods.
25. Assists the administration in implementing policies and rules governing student activities and conduct.
26. Obtains special training as directed to meet the unique needs of assigned student(s).
27. Maintains appropriate certifications and training hours, as required.
28. Complies with applicable District, state, local and federal laws, rules and regulations.
29. Attends work regularly and is punctual.

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### **MARGINAL DUTIES AND RESPONSIBILITIES**

*Marginal duties of this position include the following. Employees in this position perform some or all of the following tasks. Other duties may be assigned.*

1. Attends in-service trainings.
2. Attends staff and grade level meetings.
3. Substitutes for other teachers, as necessary.

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### **SUPERVISORY RESPONSIBILITIES**

May supervise and direct the work of educational assistants and/or teacher aide(s). All school employees have some responsibility for supervising students and assisting in maintaining a safe environment.

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### **QUALIFICATIONS**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- **Education and/or Experience:** Bachelor's degree (B.A.) or equivalent from four-year college or university. Master's degree (M.A.) or equivalent strongly preferred. Must be highly qualified under the reauthorized ESEA. Prior successful experience teaching young children with varying disabilities in a school setting preferred.
- **Interpersonal Skills:** Works well with others from diverse backgrounds. Focuses on solving conflict; maintaining confidentiality; listening to others without interrupting; keeping emotions under control; remaining open to others' ideas and contributing to building a positive team spirit. Demonstrated ability to successfully work with and teach young children with a variety of disabilities.
- **Language Skills:** Ability to communicate fluently verbally and in writing in English. Ability to effectively present information and respond effectively to questions in one-on-one, small group situations to students and other school staff. Ability to verbally respond to common inquiries from students. Ability to read and interpret documents such as safety rules, IEPs, operating and maintenance instructions, procedure manuals and governmental regulations. Ability to write routine reports and correspondence.
- **Mathematical Skills:** Ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions and decimals. Ability to compute rate, ratio and percent.

- **Reasoning Ability:** Ability to define problems, collect data, establish facts and draw valid conclusions. Ability to interpret an extensive variety of instructions in varying forms and deal with several abstract and concrete variables. Ability to problem solve and deal with a variety of concrete variables in situations where only limited standardization exists.
- **Computer Skills:** General knowledge of computer usage and ability to use, e-mail, internet software and word processing software. Ability to proficiently use the following programs strongly preferred: Excel, MS Word and Outlook.
- **Other Skills and Abilities:** Demonstrated knowledge of child growth and development at each level of instruction and of the social, emotional, physical and cognitive development of students with varying disabilities. Ability to exercise good judgment and work in a dynamic environment and appropriately react to a wide spectrum of behaviors of disabled students.
- **Certificates, Licenses, Registrations:** Certificates as determined by the District including meeting current highly qualified requirements under the reauthorized ESEA. Must have a valid teacher's license and subject specific endorsement(s) (special education) through the Teachers Standards and Practices Commission (TSPC), and CPR/First Aid card.

### PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to walk; stand; sit; use hands for fine manipulation, handle or feel and reach with hands and arms using a keyboard and video display terminal. The employee is occasionally required to stoop, kneel, crouch or crawl. The employee must regularly lift and/or move up to 25 pounds and occasionally up to 75 pounds. The employee may occasionally climb stairs or ladders. Specific vision abilities required by this job include close vision, distance vision, ability to adjust focus and peripheral vision.

#### Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The work environment is a standard classroom setting. The noise level in the work environment is usually low to moderate, but occasionally high depending upon student population and activities. The employee is occasionally exposed to wet or humid conditions and outdoor weather conditions. Employee may be exposed to bodily fluids and/or bloodborne pathogens.

### OTHER

**Note:** This is not necessarily an exhaustive or all-inclusive list of responsibilities, skills, duties, requirements, efforts, functions or working conditions associated with the job. This job description is not a contract of employment or a promise or guarantee of any specific terms or conditions of employment. The school district may add to, modify or delete any aspect of this job (or the position itself) at any time as it deems advisable.

I have read and understand this job description.

**Signature:**

**Date:**