**COLORADO SCHOOL FOR THE DEAF AND THE BLIND**

**POSITION** Teacher of the Deaf: Literacy Specialist / Coach

**DEPARTMENT**  School for the Deaf **POSITION NO.** 21208

**GENERAL RESPONSIBILITIES**

This position reports to the Principal, School for the Deaf and is responsible to administer literacy assessments, provide coaching / mentoring for literacy teachers to support implementation of curricula/interventions, for Preschool – 12th grade students who are Deaf / hard-of-hearing. The Literacy Specialist / Coach will utilize Colorado Academic Standards and benchmarks in establishing instructional goals and provide assessments that measure whether students meet standards, in a safe and civil school environment.

**JOB FUNCTIONS**

* Administers assessments to assess students’ literacy skills and collects, analyzes, monitors, and reports student literacy assessment data at the student and program level.
* Co-facilitates a school-wide Literacy Professional Learning Community (PLC) to utilize data to drive instruction and develop data-based goals, objectives, and standardized best practice strategies to guide instruction.
* Collaborates with administrators and teachers to identify and / or develop appropriate literacy curriculum and intervention materials to support each student’s primary communication mode and provides training and support to teachers in the identified curriculum.
* Provides training, coaching, and mentoring to literacy teachers, in best practices, to implement a schoolwide framework for literacy instruction and intervention.
* Collaborates with teachers to design rigorous, standards-based instruction in Literacy aligned with the student’s primary mode of communication.
* Engages teachers in learning new instructional strategies and locates / researches resources to support instructional improvements.
* Coordinates the development of Reading to Ensure Academic Development (READ) plans, for identified students.
* Utilizes technology to model, teach, and assist students relative to classroom instruction and activities.
* Provides parent consultation and training and coordinates parent-focused activities in the area of Literacy.
* Demonstrates knowledge / skill in the areas of task analysis, assessment, progress monitoring, behavior management, organization / planning, curriculum development, current technology practices, parent relations and teamwork.
* Utilizes appropriate communication skills with a commitment to literacy development in each student.
* Collaborates effectively with other staff in providing student instruction, supporting school reform efforts, strategic planning, and positively contributing to co-curricular activities.
* Positively serves as a team member in the School for the Deaf, and of the Colorado School for the Deaf and the Blind (CSDB) as a whole; and participates in regular team and departmental meetings, school and instructional meetings as required.
* Participates in activities related to professional development and training/workshops as appropriate.
* Performs other appropriate duties as assigned.

**QUALIFICATIONS**

* Master's Degree in Education or closely related field from an accredited college or university, with specialization in Deaf Education.
* Must hold or be eligible for appropriate educator licensure in the State of Colorado, endorsed as a Special Education Specialist: Deaf/Hard-of-Hearing, or comparable endorsement.
* Subject area endorsement or specialization in English Language Arts and /or specialization related to literacy.
* 3 years of experience teaching literacy to children (in an educational environment) who are Deaf / hard-of-hearing.
* Proficiency in American Sign Language (ASL) at the Advanced (3+) skill level as demonstrated through an appropriate assessment tool and according to school policy / procedure.

**KNOWLEDGE, SKILLS, ABILITIES**

* Knowledge of and ability to apply current standards-based educational practices with students who are Deaf / hard-of-hearing.
* Knowledge of literacy development, instruction, intervention and assessment for students in American Sign Language and Listening and Spoken Language
* Knowledge of and ability to assess and apply technology to perform the requirements of the position; ability to effectively utilize a variety of computer software applications, which may include but is not limited to e-mail, Internet, word processing, electronic calendar, presentation development, spreadsheet, database, etc.; willingness to stay current and develop skills as needed with or without direct support from CSDB.
* Knowledge of and ability to effectively adapt and apply skills, to a technology-rich environment, which may include but is not limited to on-site learning environments, telepresence, and multiple distance education technologies and delivery modes; ability to effectively implement technology necessary to model, teach, and assist students relative to instruction and activities.
* Ability to establish high standards for what students must know and be able to do.
* Ability to communicate effectively with students and staff who are Deaf / hard-of-hearing.
* Ability to respond effectively and positively to feedback.
* Ability to work cooperatively with others and participate effectively in a team setting.
* Ability to lead and facilitate trainings and team meetings effectively.
* Strong, positive interpersonal skills.

**ORGANIZATIONAL RELATIONSHIPS** Reports to and is evaluated by the

 Principal, School for the Deaf

**TERMS OF EMPLOYMENT**

* Full-time; scheduled to work the standard number of days in the academic year (as per the established School Calendar, currently 195 days, August to June), with 5 (five) additional days to serve as an instructional coach, for a total of 200 days.
* The annual base salary shall be established pursuant to the Teacher Salary Schedule, based upon appropriate education and experience.
* Employment is at-will, with no actual, expressed, or implied contract.

**EFFECTIVE DATE** School Year 2019-2020

**WORKING CONDITIONS / PHYSICAL DEMANDS**

Generally speaking, the work is performed in a typical school office environment and involves sedentary to light physical activity, requiring exertion of up to 20 lbs. of force occasionally and usually requires walking or standing to a significant degree. Typically, workers are required to climb stairs, bend, reach, and handle objects, and use fingers to operate computer and/or typewriter keyboard. Work requires expression or exchange of ideas and the ability to receive detailed information. Work requires ability to compare, compile, analyze, and coordinate data/ information; ability to instruct/train others; and ability to utilize effective interpersonal skills / behaviors.

In addition, work at the elementary school level involves heavy physical activity, requiring exertion of up to 100 lbs. of force occasionally, and routinely requires stooping, kneeling, crouching and crawling. Work at the middle school / high school level involves very heavy physical activity, requiring exertion in excess of 100 lbs. of force occasionally. Work with Special Needs students will require exertion of force frequently.

**FLSA STATUS** Exempt

**CERTIFICATION**

 Dr. Nancy E. Benham, Superintendent/Date

Supervisor/Date

Employee Signature/Date