

COLORADO SCHOOL FOR THE DEAF AND THE BLIND

POSITION Teacher of the Deaf: American Sign Language (ASL) Teacher

DEPARTMENT School for the Deaf

POSITION NO. 21415

GENERAL RESPONSIBILITIES

This position reports to the Principal, School for the Deaf, and is responsible for providing standards-based ASL instruction to PreK-12th grade learners who are Deaf / hard-of-hearing in conjunction with ASL standards and Colorado Academic Standards and benchmarks in establishing instructional goals; and provides assessments that monitor learners' progress, in a safe and civil school environment.

JOB FUNCTIONS

- Performs work associated with standards-based instruction: prepares lesson plans, develops input for and presents daily instructional/learning activities based upon the Individualized Education Program (IEP) and school reform tenets under the direction of the Principal, maintains a positive learning environment utilizing appropriate positive behavior support strategies, keeps learners on task and engaged.
- Supports ASL Specialist / Coach in the development and implementation of Individualized Education Program (IEP) goals for identified learners in PreK-12th grade.
- Demonstrates knowledge / skill in the development and use of accommodations for learners who are Deaf / hard-of-hearing, and further, in the areas of: task analysis, assessment, progress monitoring, behavior management, organization / planning, curriculum development, current technology practices, parent relations and teamwork.
- Utilizes technology to model, teach, and assist learners relative to instruction and activities.
- Demonstrates knowledge / skill in the areas of project and technology-based learning.
- Organizes the instructional environment for collaborative group work.
- Works as part of the education / assessment team responsible for identifying, developing, implementing, monitoring and evaluating individual objectives for assigned learners.
- Utilizes appropriate communication skills with a commitment to language and literacy development for each learner.
- Understands and supports learners' social-emotional development.
- Works as part of the education / assessment team responsible for identifying, developing, implementing, monitoring and evaluating individual objectives for assigned learners.
- Collaborates effectively with other staff (especially ASL Specialist/Coach) 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.
- Provides parent consultation; participates in selected parent-focused activities, etc.
- Seeks opportunities for and participates in activities related to professional development and training/workshops as appropriate.
- Performs other appropriate duties as assigned.

QUALIFICATIONS

- Master's Degree in Deaf Education or closely related field from a regionally accredited college or university, with specialization in ASL, or work experience which provided an equivalent knowledge base related to ASL instruction.
- 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; for example, American Sign Language (ASL).
- Subject area endorsement or specialization in ASL; for example, ASL/Linguistics, ASL Education, or Deaf /ASL Studies.
- Experience teaching / working with children (in an educational environment) who are Deaf / hard-of-hearing and/or who may have multiple disabilities.
- Proficiency in American Sign Language (ASL) at the Advanced Plus (4) skill level as demonstrated through an appropriate assessment tool and according to school policy / procedure.

KNOWLEDGE, SKILLS, ABILITIES

- In-depth knowledge / training in ASL linguistics / communication.
- Knowledge of and ability to assess ASL proficiency or willingness to gain training in this area.
- Knowledge of and the ability to utilize English and ASL in a bilingual environment.
- Demonstrated knowledge of Deaf Culture.
- Knowledge and skill in best practices for providing developmentally appropriate instruction to learners.
- Knowledge of and ability to apply current standards-based educational practices associated with learners who are Deaf / hard-of-hearing.
- 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 teaching skills, classroom management and lesson preparation to a technology rich environment, which may include but is not limited to on-site classroom, telepresence, and multiple distance education technologies and delivery modes; ability to effectively implement technology necessary to model, teach, and assist learners relative to classroom instruction and activities.
- Knowledge of literacy development, instruction and intervention for learners in American Sign Language (ASL) and in English.
- Ability to establish high standards for what learners must know and be able to do.
- Ability to communicate effectively with learners 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 established School Calendar, currently 195 days, August to June)
- 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 2021 - 2022

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

Nancy E. Benham, Ph.D., Superintendent/Date

Supervisor/Date

Employee Signature/Date