



Northwest Regional Education Service District

NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT JOB DESCRIPTION

Position Title: Teacher – Special Education (School Age)

Department: Department of Schools

Location: As Assigned

Reports To: As Assigned

FLSA Status: Non Exempt

Bargaining Unit: Licensed, NWEA

Compensation: Per negotiated contract

Prepared Date: 7.7.2021

NW REGIONAL ESD'S MISSION STATEMENT

In partnership with the communities we serve, Northwest Regional ESD improves student learning by providing equitable access to high quality services and support.

GENERAL DESCRIPTION:

To provide educational programs to meet the individual needs of children with disabilities and/or special needs who are enrolled in a self-contained classroom; working collaboratively in a behavioral school setting with mental health professionals to provide a cohesive program for students who are unable to access the educational program in a less restrictive environment due to their behavioral and emotional needs.

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.**

1. Current Oregon Teaching License in special education
2. Previous work experience working with children with special needs
3. Experience in working with children with special needs
4. Experience in the education of children who exhibit behavior and emotional disorders
5. Working knowledge and experience in development and implementation of Individual Education Plans (IEP)



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6. Proven ability to communicate effectively and work harmoniously with students, parents, school personnel, and mental health personnel
7. Experience and ability to utilize effective strategies in managing students

ESSENTIAL FUNCTIONS: Include the following. Performs some or all of the following tasks. Other Duties may be assigned. The duties listed below are not inclusive, but characteristic of the type and level of work assigned for this position.

- A. Develop IEPs for each student that addresses their needs comprehensively.
- B. Develop and implement instructional programs that address the targeted needs on the IEP.
- C. Utilize appropriate strategies (behavioral and instructional), materials, and other available resources that will assist the student to achieve the goals and objectives that are addressed in the IEP.
- D. Develop and maintain effective communication with school staffs to ensure smooth transition between rooms for those students who are mainstreamed.
- E. Develop and maintain effective communication with parents/legal guardians.
- F. Prepare and maintain records on student's progress.
- G. Participate in monthly progress staffing on identified students.
- H. Adhere to district policies and procedures.
- I. Perform other job-related duties as delegated by the Principal.
- J. Maintain regular and consistent attendance and punctuality.
- K. Work collaboratively and communicate effectively with staff and customers at all organizational levels.
- L. Performance of other job-related duties as assigned.



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WORKPLACE EXPECTATIONS

- Demonstrate support for NWRESD Mission and Values and Strategic Plan Goals
- Establish and maintain a positive and respectful learning environment and working relationships with students, staff, administration, parents/guardians and community members
- Work effectively with and respond to people from diverse cultural backgrounds
- Participate in various meetings for the purpose of receiving information or sharing information and expertise with students, colleagues and parents/guardians
- Hold expectations for high performance of self
- Demonstrate computer literacy and operate software programs as related to job responsibilities
- Maintain accurate, complete and confidential records as required by law and District policy and regulations
- Maintain the integrity of confidential information relating to a student, family, colleague or NWRESD patron, and use or relay confidential information only in the course of performing assigned responsibilities
- Follow all laws, District policies, rules, regulations, memos, announcements and reasonable requests by proper authority
- Maintain regular attendance at work and work activities and punctuality regarding deadlines, meeting attendance and following schedules
- Work collaboratively with other departments

LANGUAGE SKILLS:

Ability to read, analyze and interpret documents such as software manuals/instructions and procedural manuals. Ability to write routine reports and correspondence. Ability to effectively present information in one-on-one and small group situations to customers, clients and other employees of the organization.

MATHEMATICAL SKILLS:

Ability to perform basic mathematical calculations with a high degree of accuracy.

REASONING ABILITY:

Ability to apply common sense to carry out oral and written instructions. Ability to solve practical problems and deal with a variety of concrete variables in situations where some standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.



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WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Work is generally performed in small groups or one-on-one in a classroom setting. Travel to various sites may be required. The noise level in the work environment is usually low and occasionally moderate.

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. While performing the duties of this job, the employee is frequently required to sit, walk and stand. The employee will frequently bend or twist at the neck and trunk while performing the duties of this job. The employee is occasionally required to reach with hands and arms and stoop or kneel. The employee continuously uses hand strength to grasp tools. The employee must occasionally lift and/or move up to 30 pounds.

Note: The description contained herein reflect general details as necessary to describe the principle functions of this job, the level of knowledge and skill typically required, and the scope of responsibility, but should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absences or relief, to equalize peak work periods, or otherwise to balance the workload.

NWRESID believes that every individual makes a significant contribution to our success. The administration reserves the right to modify, add or remove duties as necessary that still reflect the essential functions of the department. It is our expectation that every employee will offer their services wherever and whenever necessary to ensure the success of the ESD's goals.

Equal Opportunity Employer

Northwest Regional Education Service District is an equal opportunity employer; committed to building an inclusive community and an environment free from discrimination, harassment, and retaliation. We are proud to be [an antiracist organization](#). We work to understand how racial ideology is manufactured and how it impacts the lives of our staff and those we serve.

Northwest Regional Education Service District is proud to be an antiracist, [Equal Employment Opportunity](#) and Affirmative Action employer. We are committed to ensuring diversity and inclusion in all aspects of recruitment, selection, and employment without regard to race,



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disability, gender identity/expression, sexual orientation, national origin, ethnicity, religion, veteran or military status, or any other category protected under the law.

Northwest Regional Education Service District is committed to providing reasonable accommodations in our recruitment procedures for individuals experiencing a disability. If you need assistance or accommodation due to a disability, please contact us at hrhelp@nwresd.k12.or.us. Speech/Hearing impaired persons may contact the district for assistance through the Oregon telecommunications Relay Service at 1-800-735-2900.

Clatsop Service Center
3194 Marine Drive
Astoria, OR 97103
503-325-2862 Fax: 503-325-1297

Columbia Service Center
800 Port Ave
St. Helens, OR 97051
503-366-4100 Fax: 503-397-0796

Tillamook Service Center
2515 3rd Street
Tillamook, OR 97141
503-842-8423 Fax: 503-397-6272

Washington Service Center
5825 NE Ray Circle
Hillsboro, OR 97124
503-614-1428 Fax: 503-614-1440