

## **SPECIAL EDUCATION TEACHER – NMSA**

**Exemption Status:** Exempt

**Immediate Supervisor:** Principal

**SUMMARY:** Teaches by creating a flexible program and an environment favorable to learning and personal growth; by encouraging students to develop skills, attitudes and knowledge needed to obtain a good foundation for continuous growth and development; by providing students with experiences which integrate the affective, cognitive and psychomotor dimensions of learning; by establishing effective rapport with students and their parents; by assisting students in developing positive feelings toward themselves and others.

### **ESSENTIAL FUNCTIONS:**

#### **EDUCATING STUDENTS**

- Cooperates in the development and implementation of the school's program of instruction.
- Plans and implements a program of study that, as much as possible, meets the individual needs, interests and abilities of students and complies with Public Education Department and the NMSA goals and objectives and individual student IEP plans
  - Work with youth who have cognitive, emotional, or physical disabilities;
  - Work with youth who have gifted and talented abilities;
  - Work with the teachers to modify/adapt New Mexico's general education curriculum to meet the student's individual needs and providing required remedial or enriched instruction;
  - Provide education experience in varied environments;
  - Commitment to education in the least restrictive environment;
  - Develop transition plans;
  - Prepare student education plans in consultation with parents and IEP team members;
  - Design instruction, both individual and small group, which parallels the general education curriculum;
  - Act as coordinator of IEP implementation with general education staff.;
  - Monitor student progress, participates in review and revision of IEP, as appropriate;
  - Assist other professional staff in identification of possible learning disorders as evidenced by classroom academic skills and develop planned remediation (Tier 2) and evaluation of student progress; and
  - Maintain appropriate student data and other records and submit reports as required.
- Guides the learning process toward the achievement of curriculum goals. Establishes clear objectives for all lessons, assignments, units and projects in harmony with curriculum goals and communicates the objectives to students.
- Employs instructional methods and materials that are most appropriate for assuring high student outcomes including the use of computers and other technological classroom support equipment in student instruction.
- Meets and instructs assigned classes in the locations and at the times designated.
- Organizes and leads all IEP meetings and ensures the educational goals of the IEP are met in the classroom.

- Participates in all SAT/RtI/504 meetings.

### **SPECIAL EDUCATION DIRECTOR**

- Serves as the School's Special Education Director;
- Participates in all NMPED trainings and meetings;
- Works with the Registrar to complete all NMPED reports; and
- Ensures compliance with all state and federal IDEA B laws.
- Works with administrators, Curriculum Learning Specialist, Instruction Support Specialist, Counselor and Dean of Students to develop and maintain processes to support student achievement.

### **MANAGING STUDENT BEHAVIOR**

- Establishes and maintains standards of appropriate student behavior and discipline to achieve a functional learning atmosphere in the classroom and assists in its maintenance campus wide.
- Provides and maintains a safe and supervised environment in the classroom and on the school grounds.
- Creates a classroom environment that is conducive to learning and appropriate to the maturity and interests of students.

### **EVALUATING STUDENT PROGRESS**

- Evaluates the learning progress of students on a regular basis.
- Prescribes effective learning programs and initiates referrals to appropriate personnel when concerns arise.
- Assesses the accomplishments of students on a regular basis and provides progress reports as required.
- Administers group standardized tests in accordance with the school testing program.

### **PROFESSIONAL COMMUNICATIONS**

- Establishes and maintains open lines of communication with students and parents concerning students' academic, social and behavioral progress.
- Cooperates with professional staff and support personnel in assessing and helping students with health, attitude, learning and behavioral problems
- Communicate and cooperate with other professional staff in academic and personal growth areas.
- Attends and/or conducts staff meetings and participates on committees within area of responsibility.

### **MANAGEMENT**

- Selects and requests appropriate books and instructional materials and maintains required inventory records.
- Provides directions and materials for substitute teachers. Plans for and supervises classroom aides, guests and volunteers.
- Prepares and maintains accurate and complete records and reports as required by law, state directives, school policy and administrative regulations.
- Shares the responsibility for the supervision and care of school inventory, proper and safe use of facilities, equipment and supplies and reports safety hazards promptly.

### **UPHOLDS PROFESSIONAL STANDARDS OF CONDUCT**

- Complies with state-approved Code of Ethics of the Education Profession and upholds and enforces rules, administrative directives and regulations, school board policies, and local, state and federal regulations.
- Articulates and facilitates the implementation of the mission and values of the School.
- Safeguards confidentiality of privileged information.
- Maintains professional relationships and works cooperatively with employees, the community and other professionals.
- Maintains professional competence through individual and staff training, in-service educational activities and self-selected professional growth activities.
- Performs other tasks related to area of responsibilities as requested or assigned by an immediate supervisor.
- Conforms to NMSA policies including attendance, absences and evaluations.
- Attendance must be adequate to acceptably perform listed job functions.

### **EXPERIENCE, KNOWLEDGE, SKILLS, AND ABILITIES**

- Effective communication skills, both verbal and written.
- Flexibility, organization, decision making and problem solving skills.
- Interpersonal skills with diverse populations in-person and on the telephone.
- Knowledge of computer systems, financial procedures, and legal requirements.
- Ability to meet deadlines, work on multiple projects, and coordinate the work of others.
- Knowledge of school policies on immunization, medication, first aid, emergencies and child abuse/neglect.
- Knowledge of all laws, regulations and guidelines affecting teachers and students.
- Knowledge of effective classroom management techniques.
- Ability to maintain positive relationships with students, parents, community members and staff.

### **EDUCATION AND LICENSURE**

- Bachelor's degree.
- Current New Mexico teaching certificate endorsed in the area to be taught or pursuing alternative licensure program.
- New Mexico Special Education License.

### **WORKING ENVIRONMENT**

- The incumbent works with various staff members in a team environment including the administrative staff, parents, students, advocates and others outside the school.
- Frequent interactions with people in-person and on the phone will be necessary.
- Duties are performed indoors and outside in a normal school environment.

### **PHYSICAL DEMANDS**

- The employee must occasionally lift and move up to 25 pounds in supplies which requires bending, stooping and lifting.
- The employee must have the ability to adjust focus on a computer monitor in order to get information from a variety of information systems.
- The employee must use hands and arms to manipulate objects.
- The employee must use keyboards, tools and other controls.
- The employee must sit and stand for long periods of time.
- The employee must occasionally work outside.
- The employee must be able to use and move/lift variety of instructional materials in the classroom.
- The employee must be able to see and hear on a continuous basis as well as speak frequently.

- Employee must be able to move quickly from place to place on occasion over smooth to uneven surfaces on the playground or on grass.
- Walk through classroom and be able to maneuver tight spaces, e.g. between desks.
- When dealing with students may entail kneeling, squatting, stooping and bending on an occasional to frequent basis on a given day.
- Requires daily attendance at job.

**EMOTIONAL DEMANDS**

- Manage the repetitive instructional preparation, review, and grading of student assignments without experiencing undue stress (which leads to emotional detachment from the teaching process and to ineffectiveness in the classroom).
- Maintain high emotional energy and display enthusiasm for the subject matter and individual student effort.
- Develop effective coping strategies for dealing with the fatigue and stress of ongoing involvement in teaching, supervising, and monitoring of students.
- Address stressful events created by hostile, confrontational students by remaining calm and listening non-critically, reasoning objectively, and remaining consistent in judgments.
- Ensure that out-of-classroom pressures (personal, home, business) do not interfere with overall effective teaching performance.
- Enhance one's professional teaching commitment with punctuality and attendance (avoiding the “coming late, leave early”, or "often absent" syndrome).
- Realize the need to seek timely professional assistance as necessary to maintain emotional stability and professional standards of conduct.
- Possess emotional openness to constructive feedback from peers, consulting teacher/mentors, and administrators regarding compliance with professional standards.
- Analyze and remedy emotional needs or unresolved conflicts which interfere or preclude adhering to policy, administrative direction or professional standards.
- Requires daily attendance at job.

**This position description indicates the general nature and level of work expected of incumbent. It is not intended to be a comprehensive listing of all activities, duties and responsibilities required of incumbent. This position description is designed to illustrate the minimum requirements of the job. The performance appraisal for this position will evaluate the incumbent’s ability to meet or exceed the minimum requirements of the job. Finalized and approved job descriptions for all positions in the New Mexico School for the Arts will be housed in the Business Office and are updated periodically. Copies are available on request.**

**REVIEWED:**

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**Employee Signature** **Date**

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**Principal Signature** **Date**