

Special Education Teacher of the Deaf and Hard of Hearing

The Howard County Public School System (HCPSS) is one of the leading school systems in Maryland and the nation. Our mission is to ensure academic success and social-emotional well-being for each student in an inclusive and nurturing environment that closes opportunity gaps. To learn more about employment with HCPSS, please visit <https://www.hcpss.org/employment/>.

Description:

Under the direction of the Coordinator, Countywide Services and the Program Head for Hearing Services, the Teacher of the Deaf and Hard of Hearing (D/HoH) provides itinerant, direct, and indirect services to learners with hearing impairments in the school and home settings for learner's birth through 21. The Teacher of D/HoH provides direct instruction to support language and communication including listening comprehension, vocabulary, reading, and written expression and works closely with school staff so learners can access their educational programs or home environments.

Minimum Qualifications:

- Thorough knowledge of specialized methods of teaching language, reading, writing, listening skills, and concept development to learners who are deaf and hard of hearing.
- Thorough knowledge of unique social and emotional needs of deaf and hard of hearing students and their families.
- Thorough knowledge of learning theory, differentiated instruction, data collection, and best instructional practices for learners who are deaf and hard of hearing.
- Thorough knowledge of birth defects and the interactive effects of hearing loss on infants and toddlers with multiple impairments.
- Thorough knowledge of specific implications on learning and development for learners who are deaf and hard of hearing.
- Ability to provide differentiated instructional techniques that meet the individual educational needs of learners who are deaf and hard of hearing.
- Ability to diagnostically assess needs across all developmental areas impacted by hearing impairment.
- Ability to develop strategies and training for families and school-based staff.
- Knowledge of the principles and practices of special education.
- Knowledge of Individualized Education Programs (IEP), Individualized Family Support Programs, and 504 Plans, including creating, documenting, and implementing the plans.
- Skilled in behavior management and cultural sensitivity.
- Skilled in communicating with students, their parents and/or families, administrators, related service providers, paraprofessionals and other stakeholders.
- Knowledge of and skill in the use of database, internet, spreadsheet, word processing, and related applications. Knowledge of and skill in the use of technology, audio-visual aids and other equipment to supplement instruction.
- Ability to maintain confidential information.

- Ability to communicate effectively, both orally and in writing.

Applicants must meet all qualifications below to be considered for the vacancy.

Education:

- Bachelor's degree from an accredited college or university.
- Holds or is eligible for a Maryland State Department of Education (MSDE) teacher certification in Special Education and Deaf and Hard of Hearing.

Certification/Licensure:

Holds or is eligible for a Maryland State Department of Education (MSDE) teacher certification in Special Education and Deaf and Hard of Hearing. *Priority will be given to applicants who hold valid licensure.*

Essential Position Responsibilities:

The duties listed are typical examples of the work performed by this job classification. This is not an exhaustive statement of duties, responsibilities or requirements and does not limit the assignment of additional related duties for the position. Not all duties assigned are included, nor are all duties listed performed in every office or every day.

- Participates in professional development activities designed to advance teacher knowledge in the areas of instruction, best practices, differentiated instruction, changes in educational policy, and other information as may be necessary to improve instruction and programming for learners who are deaf and hard of hearing.
- Works closely with families to help them understand the impact of deafness; demonstrate how to provide stimulating learning environments, demonstrate effective techniques for communication, and advise on the use of amplification systems for the learner in conjunction with the educational audiologist and outside professionals.
- Works closely with all stakeholders to support and enhance development of deaf and hard of hearing learners in order to reach their maximum potential.
- Prepares and participates in IEP meetings, IFSP meetings, and 504 meetings as appropriate.
- Collects data on learner performance to improve outcomes and direct instructional practice.
- Communicates effectively with learners and families in an effort to share updates and progress.
- Provides direct intervention to the learner in the areas of communication, socialization, self-advocacy, language development, and maximum use of residual hearing when appropriate.
- Plans for the continuing professional development of paraeducators who work with learners who are deaf and hard of hearing.
- Understands the learner's specific hearing impairment(s) and the implications for developmental growth and learning and be able to share this information in an

appropriate manner with school staff and families.

- Develops an efficient weekly schedule that includes planning, observing, assessing, collaborating, adapting materials, direct instruction and consultation times.
- Shares community resources with learners and families that pertain to deaf and hard of hearing.
- Provide in-service training to school staff on the best ways to work with a learner who is deaf and hard of hearing.
- Assists with routine care, including personal hygiene, toileting, feeding and other custodial tasks, as required or requested.

Preferred Qualifications:

- Valid teaching certificate by MSDE in Special Education and/or Deaf and Hard of Hearing or a related content area.
- Three previous years of experience working with students who are hearing impaired and who have multiple disabilities.

Selection Criteria:

Applicants who meet the minimum qualifications will be included in further evaluation. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experience and education which most closely match the position qualifications and the needs of the school system.

EMPLOYMENT INFORMATION

Compensation

This is a 10-month per year position in the Howard County Educators Association (HCEA) employee bargaining unit. The [current salary ranges](#) for this position are on the [10-Month Teacher Special Education salary](#) scale. Actual placement will be in accordance with the salary procedures of the Howard County Public School System and the HCEA Master Agreement which considers education and relevant prior experience. Under the Fair Labor Standards Act, this position is exempt from overtime.

Retirement

Membership in the Maryland State Retirement Agency (MSRA) pension plan is a mandatory condition of employment for all employees who meet the eligibility and membership criteria defined in the State Personnel and Pensions Article and the Code of Maryland Regulations (COMAR). A qualifying employee cannot reject membership, nor can an ineligible employee elect membership. The annual contribution to the pension plan will be 7% of an employee's annual salary.

Benefits

HCPSS offers a [comprehensive benefits package](#) for eligible employees. Information about additional benefits such as paid time off can be found in the [negotiated agreement](#) for employees in this bargaining unit.

Pre-Employment Requirements

Professional references will be contacted prior to any offer of employment. Recommended candidates will be required to provide references from current and recent supervisors.

All employees, regular and temporary, must be fingerprinted, have a criminal background investigation completed, and successfully complete the Maryland Employment History Review, pursuant to Section 6-113.2 of the Education Article, Annotated Code of Maryland. In addition, some positions will require completion of a physical examination and/or drug testing.

Anyone offered employment is required to provide proper identification and documentation of eligibility for employment in the United States. HCPSS participates in E-Verify and does not offer employee sponsorship.

For questions regarding this vacancy, please contact:

Cathleen Maloney , Recruitment Specialist Office of Human Resources cathleen_maloney@hcpss.org

EQUAL OPPORTUNITY EMPLOYER

Applicants who may require assistance and/or an accommodation during the recruitment process for steps such as completing the application or interviewing should contact Julia Bialeski, Coordinator of Recruitment and Hiring, at julia_bialeski@hcpss.org or by calling (410) 313-5600.

HCPSS celebrates diversity and is committed to creating an inclusive environment for all employees and applicants and prohibits discrimination, harassment, and retaliation of any kind. HCPSS is committed to the principle of equal employment opportunity for all employees in providing them with a work environment free of discrimination and harassment. All employment decisions at HCPSS are based on organizational needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, veteran status or present military service, family medical history or genetic information, family or parental status, or any other characteristic protected by federal, state or local laws.

Join our award-winning workforce and make a difference in the lives of our students!