



An Equal Opportunity Employer

Flint Community Schools

Human Resources

Employee Job Description

Job Title: Special Education Teacher, Cognitive Impairments

Job Summary:

The Special Education Teacher will design, implement, and assess instruction that aligns with the district's mission, philosophy, and educational objectives. As the Special Education Teacher for students with Cognitive Impairments you will provide individualized educational experiences that address each student's unique cognitive, emotional, and physical needs. Collaborating with families, educators, and support staff, you will help create inclusive and supportive learning environments.

Essential Functions (May include, but not limited to):

1. Design and implement engaging, individualized instruction for students in one on one, small group, and resource room settings.
2. Utilize evidence-based teaching strategies to support diverse learning needs and maximize student success.
3. Conduct assessments to evaluate students' cognitive abilities and identify areas of strength and need.
4. Continuously monitor and analyze student progress, providing detailed reports that guide instructional planning.
5. Keep organized, up to date records of student assessments, progress, interventions, and services provided.
6. Ensure compliance with all federal, state, and district policies related to special education
7. Recommend and implement modifications to students' learning environments to support their academic and social-emotional development.

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8. Collaborate with general education teachers to ensure students receive necessary accommodations and support.
9. Work closely with multidisciplinary teams to develop and implement effective Individualized Education Programs (IEPs).
10. Actively participate in child study and team planning processes to design appropriate educational supports.
11. Provide guidance, supervision, and training to paraprofessionals and volunteers working with students.
12. Foster a positive and inclusive classroom environment where all students feel supported and valued.
13. Observe and evaluate instructional techniques to ensure best practices are being implemented.
14. Adapt curriculum materials and teaching strategies to accommodate different learning styles and needs.
15. Utilize positive behavior management techniques to promote a structured and supportive learning environment.
16. Develop and implement individualized behavior intervention plans when necessary.
17. Act as a consultant to teachers' parents, and students, providing expert guidance on strategies and resources that support student success.
18. Identify and connect students with additional resources and services as needed.
19. Attend Multi-Disciplinary Evaluation Team (MET) and Individualized Education Planning Team (IEPT) meetings to advocate for students needs.
20. Engage in ongoing professional development to stay informed about best practices and current trends in special education.
21. Performs other duties as assigned.

The information contained in this job description is not an exhaustive list of the duties performed for this position. Other duties within the classification and the physical demands of the job may be assigned.

Qualifications:

Education:

Valid Michigan Teaching Certificate required. Cognitive Impairment (SA) endorsement required.

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Skills:

Ability to work cooperatively on a teaching team. Knowledge of disabilities and their educational implications. Understanding the roles and organizational structures of general and special education, and the role they play in providing total service for the student. Knowledge of learning theory and child development appropriate for the various disabilities. Knowledge of general education and special education state and federal laws, rules, and regulations. Understanding of due process and data privacy requirements. Ability to write, implement, and monitor IEPs.

Other Requirements:

Must comply with the Student Safety Initiative Legislation, as amended. Newly hired staff are required to successfully complete the following pre-employment screenings: 1) Physical examination by a licensed healthcare provider, 2) Criminal background check, including national and local clearance 3) 5-panel drug screening to ensure drug-free workplace.

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The essential functions 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.

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Special Job Considerations:

Certification: Required

Type of Certification: Valid Michigan Teaching Certification

Bargaining Unit: United Teachers of Flint

Salary Schedule: Teacher Salary Schedule, 183 days per year

Immediate Supervisor: Building Principal & Director of Learning Support Services

Date: 4/7/2025

TM: tvs

Statement of Assurance of Compliance with Federal Laws

It is the policy of the Flint Community Schools not to discriminate on the basis of race, color, national origin, age, gender, height, weight, disability, religion, or marital status in any of its programs, activities, or employment. Inquiries should be addressed to the:

Executive Director of Human Resources/Legal Affairs

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Translation services are available upon request, please call 760-1259

خدمات ترجمة متوفرة تحت الطلب, الرجاء أن تتصلوا على رقم الهاتف-760-1259

Ponemos a sus órdenes el servicio de traducción. Las personas

interesadas, favor de llamarnos al 760-1259

設有翻譯服務,祇要提出要求,請電