



Job Description

Position Title:	Teacher-Special Education (ALE and ECSE)
Job Title:	Teacher
Function:	Instruction
Family:	Instructional Support

Reports to:	Campus	FLSA Classification:	Exempt
Terms of Employment:	<ul style="list-style-type: none">Follow the instructional calendar as approved by the School Board and no less than 187 days per school year.Probationary Teacher contract.Salary is in the Teacher Salary Schedule on the SAISD Compensation Plan as applicable with additional consideration for directly related experience.		
Funding Source:	This position is locally funded.		

Position Summary

Provide students with appropriate learning activities in core academic subject areas designed to fulfill their maximum potential for intellectual, emotional, physical, and social growth. Enable students to develop competencies and skills that will prepare them for success in higher education and society.

Essential Functions / Key Responsibilities

1. Analyze performance data to provide targeted instruction based on students' individual needs.
2. Develop and implement lesson plans that fulfill the requirements of the district's curriculum program, reflect accommodations for learning style differences, and show written evidence of preparation as required.
3. Present subject matter according to the guidelines established by the Texas Education Agency, board policies, and administrative regulations.
4. Collaborate with staff members to determine instructional goals, objectives, and methods according to district requirements.
5. Collaborate with special education teachers to modify curricula as needed for special education students as identified in Individual Education Plans (IEP).
6. Utilize technology to strengthen the teaching/learning process.
7. Plan and monitor workflow of instructional assistants and volunteers.
8. Provide guidance to students to improve and analyze study methods and habits.
9. Conduct ongoing assessments of student achievement through formal and informal testing.
10. Create a classroom environment conducive to learning and appropriate for the physical, social, and emotional development of students.
11. Manage student behavior in accordance with the Student Code of Conduct and student handbook.
12. Perform other related duties as assigned within the appropriate skill and experience capabilities expected for this position.



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Minimum Requirements

- Bachelor's degree from an accredited four-year college or university.
- Valid Texas Teaching Certificate with required endorsements for subject and level assigned.
- Special Education Certification
- Demonstrated competency in core subject area assigned.
- Student teaching or approved internship.
- **No Teaching Experience:** Favorable recommendation from an educational program supervisor.
- **1-2 Years of Teaching Experience:** The summative evaluation scores must be at "proficient" or above in four of sixteen dimensions with no "improvement needed" in any dimension using TTESS or a comparable performance evaluation tool.
- **3 or More Years of Teaching Experience:** The summative evaluation scores must be at "proficient" or above in nine of sixteen dimensions with no "improvement needed" in any dimension using TTESS or a comparable performance evaluation tool.
- Candidate must have satisfactory outcome of fingerprinting background check. Non-refundable fee (approximately \$50.00) paid by the employee.

Knowledge, Skills & Abilities

- Effective communication skills, both oral and written, with diverse groups of individuals utilizing tact and diplomacy.
- Support the mission of the school district by serving as a positive role model for students.
- Use effective communication skills to present information accurately and clearly to students, parents, and staff.
- Maintain a professional relationship with colleagues, students, parents, and community members.
- Participate in staff development activities that improve job-related skills and professional growth.
- Attend mandatory de-escalation and crisis prevention professional development and comply with certification requirements as appropriate.
- Keep informed of and comply with state, district, and campus policies for classroom teachers, including daily attendance, punctuality, and confidentiality of student information.
- Compile, maintain and file all reports, records, and other required documents.
- Attend and participate in faculty meetings and serves on staff committees as required.
- Comply with the Texas Educator's Code of Ethics.
- Demonstrate the following core values: integrity, high expectations, commitment, respect, dedication to teamwork and passion for a student-centered environment.
- Daily attendance and punctuality at work are essential functions of the job.

Working Conditions

Work Environment:

- Computer, computer software programs and peripherals, teacher resource materials and equipment, copier, fax, and other equipment applicable to position.
- Frequent exposure to: temperature extremes (hot and cold), humidity extremes, noise. Occasional exposure to: biological hazards (communicable diseases, bacteria, insects, mold, fungi, etc).

Physical Demands/Requirements:



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- Maintain emotional control under stress; work with frequent interruptions/deadlines; frequent sitting, standing, walking, climbing, balancing, pulling and pushing; reaching, repetitive hand motions, hearing, speaking clearly, visual acuity and prolonged data input; occasional lift/carry light, moderate 15-44 pounds.

Supervisory Responsibilities / Direct Reports

- None

San Antonio ISD is committed to non-discrimination on the basis of race, color, ethnicity, culture, religion, national origin, age, sex, gender identity, gender expression, sexual orientation, appearance, immigration/citizenship status, home language, socioeconomic status, or disability in its educational programs, services, and District business functions.

Information on persons designated to handle inquiries regarding non-discrimination policies can be found within SAISD Board Policies DIA(EXHIBIT) or FFH(EXHIBIT), available online at:
<https://pol.tasb.org/PolicyOnline?key=176>.

San Antonio ISD está comprometido a no discriminar por motivos de raza, color, origen étnico, cultura, religión, origen nacional, edad, sexo, identidad sexual, expresión de género, orientación sexual, apariencia, estado migratorio/de ciudadanía, idioma natal, estado socioeconómico o discapacidad en sus programas educativos, servicios y funciones de negocios del Distrito.

La información sobre las personas designadas para manejar consultas sobre las políticas de no discriminación se encuentra bajo las Políticas de la Junta Directiva DIA (Prueba documental) o FFH (Prueba documental) de SAISD, disponible en línea bajo: <https://pol.tasb.org/PolicyOnline?key=176>

Employee Signature: _____

Date: _____