

## LA GRANGE HIGHLANDS SCHOOL DISTRICT 106

**JOB TITLE:** Elementary School Inclusion Facilitator  
**JOB GOAL:** Provide collaboration with general education team as well as skilled instructional services to students requiring modifications and accommodations within the curriculum  
**REPORTS TO:** Building Principal and Director of Student Support Services  
**QUALIFICATIONS:** Current Illinois Professional Educator License with appropriate endorsements (LBS1).  
Read, understand, and follow verbal and written directions.  
Utilize applicable technology to support performance responsibilities.

### **DUTIES AND RESPONSIBILITIES:**

#### **General**

1. Communicate and collaborate effectively with others.
2. Ensure confidentiality of sensitive information.
3. Maintain a record of dependability as evidenced by consistent attendance, punctuality, and attention to work.
4. Understand and adapt to a variety of situations.
5. Maintain and exhibit general and personal safety practices.
6. Maintain stakeholder satisfaction.
7. Work independently and exercise good judgment.
8. Assume personal responsibility for professional performance and growth.
9. Utilize effective problem-solving processes.
10. Exhibit professionalism in appearance and demeanor.

#### **Specific**

1. Develop and implement the use of effective and engaging instructional strategies based on the needs identified in student IEPs.
2. Strong ability to modify curriculum aligned with student instructional levels and standards.
3. Plan and carry out group and individual academic lessons within a small group setting.
4. Promote an ongoing, collaborative relationship with fellow teachers.
5. Strong organizational and data management skills inclusive of academic and behavioral progress monitoring.
6. Proactive communication and collaboration with stakeholders including parents, LADSE, and district staff.
7. Participate in and prepare information for re-evaluations, annual review, and progress review meetings as determined by district.
8. Ongoing formative and summative assessment of students providing a strong understanding of present levels of performance and goal targets aligned to learning standards.
9. Supervise classroom assistant(s)
10. Establish strong relationships with and provide feedback to administrators, parents, and community services.

This job description does not state or imply that these are the only duties to be performed by the employee occupying this position. An employee in this position will be required to follow any other instructions and to perform any other duties assigned by the supervisor.

#### **Evaluation**

Performance in this position will be evaluated annually, twice annually, or at least every three years in accordance with the provisions of the applicable policies of the district.

#### **Terms of Employment**

Length of contract, salary, and benefits as established by the Collective Bargaining Agreement

April 2026

Hiring Matrix		
2026-27		
Step Placement	BA	MA
1	\$49,464	\$57,417
2	\$49,964	\$57,917
3	\$50,478	\$58,432
4	\$51,009	\$58,962
5	\$51,832	\$59,785
6	\$52,931	\$61,074
7	\$54,057	\$62,395
8	\$55,209	\$63,749
9	\$56,390	\$65,137
10	\$57,598	\$66,560

MA + 24 (\$3,600) for SW and SLP  
 \$150/credit hour beyond BA/MA

Benefits	
Insurance	
Health: Individual and Family HMO and PPO options	
Life, Vision, Dental, Long and Short Term Disability	
Paid Time Off	
Sick Days	Personal Days
Bereavement Days	
Retirement (Eligible Staff)	
As defined by the HAT bargaining agreement	