



Department: Department of Youth Services Education Initiative
Title: **Teacher**
FLSA Status: Exempt
Reports to: Teaching Coordinator
Salary: Union Scale

Qualifications***

1. Bachelor's Degree from accredited College or University, Masters Degree desirable
2. Current Massachusetts secondary level teacher licensure (8-12) in one of the following content areas aligned to teaching assignment: Math, English/Language Arts, Science, Social Studies, Reading. Additional licenses will be considered based on program need, e.g. Teacher of Moderate/Severe Disabilities.
3. Demonstrated successful teaching experience with adolescents placed at-risk preferred
4. Have demonstrated strong written and oral communication skills
5. Valid driver's license and reliable vehicle are required

Responsibilities:

1. To provide effective, high quality, direct educational instruction to youth assigned to DYS.
2. To participate and implement effective instructional strategies and research based curriculum as rolled out by CES / Comm. Corp education initiative.
3. Support the development and implementation of multiple pathways for learning, including, as appropriate, GED preparation, diploma, post-secondary coursework, career exploration, and vocational opportunities.
4. To integrate individual student's education background information to design instruction, including IEP goals and objectives, EYF education and career goals, learning style information, and accommodations as needed.
5. To administer state mandated tests (MCAS, TABE) within the educational setting and ensure the level of security and confidentiality as outlined by the Department of Education.
6. To administer various assessments, surveys, and evaluations to students as indicated by supervisor and use student performance data to inform learning and instruction.
7. Provide a personalized approach to education, including advancing supportive strategies such as blended learning, student-teacher conferences, "advisories," portfolio development, education and career planning, student voice, etc.
8. To develop and maintain mini-unit plans and associated lesson plans and have available for review at all times.
9. Participate in up to three (3) parent/teacher conference evening open houses.
10. To maintain an effective, creative, and balanced learning environment that meets the needs of all students.
11. Provide educational leadership in the absence of the program based Teaching Coordinator, as indicated by regional supervisor or designee.
12. To collaborate with site team in scheduling, integration of curriculum, and behavioral procedures.
13. To maintain effective/positive relationships with CES, DYS, Vendors, Comm. Corp., and all other colleagues and supervisors.
14. To participate in all staff development indicated by supervisor.
15. In conjunction with the Supervisor, develop and meet a professional development plan leading to continued licensure.
16. Maintain inventory of all classroom equipment and curriculum materials.
17. Comply with all policies and procedures of host agency.
18. Assume any additional responsibilities as directed by the Executive Director or designee.

Physical Demands:

- Ability to multi-task and respond to demanding job duties with a positive mindset. Considerable walking and standing require that the candidate be in good physical condition.

Work Conditions:

- Ability to handle interruptions and maintain productivity.
- Ability to work with diverse personalities.
- Skilled in working both independently and collaboratively.
- Limited evening hours
- May be subject to dangerous, often locked settings where the threat of verbal abuse and physical violence exists. Possible exposure to communicable diseases

Contract Period:

- 185/186 days, Monday through Friday – CES/DYS School calendar.
- 8 hours per day with benefits according to CES Personnel Policies with limited evening hours

CES is an equal opportunity employer and is particularly interested in candidates from a diverse range of cultural, ethnic, and racial backgrounds. We are especially interested in candidates whose backgrounds are well-suited to understanding and addressing the needs of the diverse student population we serve.

***Teachers who hold a 5-8 Teachers License in an identified subject area will be expected to secure an 8-12 level license at the time of their next renewal or within 2 years of their renewal if it occurs in the 2019-2020 academic year.