



Division of Human Resources

JOB DESCRIPTION

Job Title: SPED Teacher- SBI

Wage/Hour Status: Exempt

Reports to: Principal

Pay Grade: Teacher Placement Schedule

Dept./School: Campus Assigned

Date Revised: May 2025

Primary Purpose:

Provide special education students with learning activities and experiences designed to help them fulfill their potential for intellectual, emotional, physical, and social growth. Develop or modify curricula and prepare lessons and other instructional materials to match student ability levels. Work in self-contained, team, departmental, or itinerant capacity as assigned.

****Social Behavioral Inclusion (SBI) is an inclusion model that uses practices designed specifically to help students with developmental delays and other disabilities that result in challenging behavior, difficulty understanding the environment, social deficits that may affect communication, or sensory needs that may interfere with daily functioning. The SBI teacher has one class period of social skills and provides inclusion support in the mainstream.**

Qualifications:

Education/Certification:

Bachelor's degree from accredited university

Valid Texas teaching certificate with required special education endorsements for assignment

SAMA Certified preferred

Special Knowledge/Skills:

Knowledge of special needs of students in assigned area

Knowledge of Admission, Review, and Dismissal (ARD) Committee process and Individual Education Plan (IEP) goal setting process and implementation

Knowledge of how to adapt curriculum and instruction for special needs

Strong organizational, communication, and interpersonal skills

Experience

Student teaching or approved internship

Major Responsibilities and Duties:

Instructional Strategies

1. Collaborate with students, parents, and other members of staff to develop IEP through the ARD Committee process for each student assigned.
2. Implement an instructional, therapeutic, or skill development program for assigned students and show written evidence of preparation as required.
3. Conduct assessment of student learning styles. Plan and use appropriate instructional and learning strategies, activities, materials, and equipment that reflect understanding of the learning styles and needs of students assigned.

4. Present subject matter effectively and according to guidelines established by IEP. Employ a variety of instructional techniques and media including technology to meet the needs and capabilities of each student assigned
5. Work cooperatively with classroom teachers to modify regular curricula as needed and assist special education students in regular classes with assignments.
6. Participate in ARD Committee meetings on a regular basis.
7. Participate in selection of books, equipment, and other instructional media.

Student Growth and Development

8. Conduct ongoing assessments of student achievement through formal and informal testing.
9. Provide or supervise personal care, medical care, and feeding of students as stated in IEP.
10. Assume responsibility for extracurricular activities as assigned. Sponsor outside activities approved by campus principal.
11. Consult district and outside resource people regarding education, social, medical, and personal needs of students.

Classroom Management and Organization

12. Create classroom environment conducive to learning and appropriate for the physical, social, and emotional development of students.
13. Manage student behavior and administer discipline including intervening in crisis situations and physically restraining students as necessary according to IEP.
14. Consult with classroom teachers regarding management of student behavior according to IEP.
15. Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.
16. Plan and assign the work of teacher aide(s) and oversee completion.

Other

17. Establish and maintain open communication by conducting conferences with parents, students, principals, and teachers.
18. Maintain professional relationships with parents, students, and colleagues.
19. Participate in staff development activities to improve job-related skills.
20. Keep informed of and comply with federal, state, district, and school regulations and policies for special education teachers.
21. Compile, maintain, and file all physical and computerized reports, records, and other documents required.
22. Attend and participate in faculty meetings and serve on staff committees as required.
23. Follow district safety protocols and emergency procedures.

Supervisory Responsibilities:

Direct the work of instructional aide(s).

Equipment Used:

Computer, telephone, copier, fax machine, printer, interactive white board, document camera, digital camera, and software necessary for administrative and educational tasks.

Working Conditions:**Mental Demands/Physical Demands/Environmental Factors:**

Maintain emotional control under stress. Frequent standing, stooping, bending, kneeling, pushing, and pulling. Move small stacks of textbooks, media equipment, desks, and other classroom or adaptive equipment. May be required to lift and position students with physical disabilities; control behavior through physical restraint; and assist non-ambulatory students. Exposed to biological hazards.

EEOC Statement:

Hays Consolidated I.S.D. will not discriminate against any person in employment or exclude any person from participating in or receiving benefits of any of its activities or programs on any basis prohibited on the bases of race, religion, color, sex (including pregnancy and gender identity), sexual orientation, parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or any other non-merit based factor. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, and training and career development programs.