

**LANE EDUCATION SERVICE DISTRICT  
JOB DESCRIPTION**

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<b>POSITION TITLE:</b>	<b>Teacher, Alternative Youth Program</b>
<b>DEPARTMENT/SERVICE AREA:</b>	Special Education
<b>REPORTS TO:</b>	Program Administrator, Special Education
<b>FLSA STATUS/ CLASSIFICATION:</b>	Exempt
<b>SALARY PLACEMENT:</b>	Licensed Salary

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**POSITION PURPOSE/SUMMARY:**

The Innovative Services for Prevention, Intervention, and Educational Support Services (INSPIRE) program provides students comprehensive services to navigate transition from juvenile detention, during engagement in diversion, or in deflection services. Students may be engaged under court order, or by school district referral, and could access a variety of services, including the flexible education program. The primary purpose of this position is to foster connections with students through shared understanding, empathy, and dignity, while supporting credit recovery, career connected learning, and transition to school district services. The role of the classroom teacher is to support students in a strengths-based program that builds resilience and self worth, while students develop transferable skills for community reintegration, and high school completion.

The position will deliver direct instruction as a member of the instructional team supporting youth enrolled in the INSPIRE program, and may also be asked to teach in Lane ESD's Juvenile Detention Education Serbu Juvenile Justice Center in accordance with identified curricular guidelines and/or established Individual Education Plans in partnership with Lane County Youth Services (LCYS).

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- To work in partnership with Lane ESD Administration and LCYS and develop the educational programming in INSPIRE Educational Program by:
  - Serving as primary educational point of contact in development of the Educational Program in collaboration with LCYS.
  - Assisting in selecting an appropriate curriculum for the classroom that meets differentiated student learning needs.

- Creating opportunities for career connected learning that meet student interests and educational goals. .
  - Assisting in establishing the school schedule, breaks, and lunches for students and staff.
  - Providing information about the program for school brochure and maintaining records for agency and public distribution.
  - Communicating with school districts, parents, and LCYS staff in accordance with FERPA and HIPAA regulations.
- To collaborate with Lane ESD and LCYS in development of the INSPIRE Educational Program by:
    - Collaborating with LCYS staff to develop student health and wellness plans.
    - Meeting regularly to collaborate with Lane ESD programs at Serbu Campus.
    - Communicating and collaborating with LCYS INSPIRE staff.
    - Maintaining communication with Lane ESD Administrator.
    - Providing support and input for needed data and evaluation reports.
- To implement instruction in compliance with all state and federal laws by:
    - Collaborating with students to develop Individual Learning Plans (ILP) that include realistic, measurable, and practical instructional goals.
    - Collaborating with special education teacher to provide all designated IEP specially designed instruction, related services, data collection, and progress monitoring.
    - Planning and presenting differentiated instruction aligned to ILPs of each student, while addressing the social/emotional/health support needs of each individual.
    - Creating a classroom environment of respect and empathy, establishing a culture for learning, and managing student needs equitably and fairly.
    - Assessing and monitoring student performance and maintaining accurate records
    - Communicating regularly with students, families, and other appropriate team members regarding student performance while complying with FERPA and HIPAA regulations.
    - Collaborating in the transition planning of students to their next educational placement.
    - Determining the skills and abilities of assigned support personnel in the classroom, providing training, and delegating duties of assigned staff to provide the most effective learning opportunities for students.
    - Collaborating with community partners and ESD to provide career connected learning opportunities for students.
    - Assisting in coordinating programs and services with external agencies as needed.

- Maintaining knowledge and skills on current research, effective practices and trends related to support for students who are experiencing stabilization after substance use.
- Responding to student behavior escalations using
- Maintaining a professional demeanor when representing the District at all times.
- Maintaining current knowledge and skills for all disciplines taught.
- Complying with policies, practices, rules, handbooks, and performance expectations.
- Performing other duties as assigned.

## **QUALIFICATIONS AND REQUIREMENTS:**

### **Education and Experience**

- Master's Degree in Education.
- An Oregon Teacher Standards and Practices Commission license or ability to obtain is required.
  - Multiple secondary endorsements preferred or ability to obtain is preferred.
- Minimum of five (5) years of experience in public education.
  - Experience in Alternative Education serving at-risk or juvenile justice involved youth is preferred.
  - Experience in high stress and potentially volatile environments is preferred.
- A valid First Aid/CPR Card is preferred.

### **Knowledge, Skills and Abilities**

- Knowledgeable of therapeutic programs, Oregon special education standards of practice and legal requirements, trauma informed care, and culturally relevant teaching practices.
- Knowledgeable of equity, diversity, and inclusion principles and practices.
- Knowledgeable of alternative education structures and substance abuse stabilization.
- Skills in using technology as a tool for daily work and communication.
- Skills to effectively work and communicate daily information, data, and reporting with students, parents, and staff from diverse cultures or backgrounds both orally and in writing.
- Skills related to inter-agency collaboration.
- Fluency in Spanish is preferred.

## **PHYSICAL DEMANDS:**

The position requires minimal physical exertion. The specialist is normally standing, walking or sitting as required. Periodically the specialist may be required to do some light lifting of materials/supplies up to 20 lbs when transitioning from site to site. Must have the ability to be Mandt Restraint and Seclusion trained.

**WORK ENVIRONMENT/CONDITIONS:**

Generally, the specialist works in an indoor work environment performing clean, non-hazardous work. This position may require travel between multiple classrooms on one campus. The teacher may encounter inclement weather during the work day.

**WORK EXPECTATIONS:**

- Effectively engage with individuals from diverse cultures or backgrounds.
- Demonstrate professionalism and appropriate judgment in behavior, speech, and dress in a neat, clean, and appropriate professional manner for the assignment and work setting.
- Utilize appropriate equipment and software as established for agency use as well as other equipment and software appropriate to the assignment.
- Maintain regular and punctual attendance.
- Confer regularly with immediate supervisor.
- Follow all District work procedures and reasonable requests by proper authority.
- Perform program responsibilities in accordance with statutes, administrative rules, policies, and collective bargaining agreements.

**EVALUATION:**

Performance will be evaluated in accordance with the provisions of Board policy and the evaluation program adopted for the position.

*The statements contained herein reflect general details as necessary to describe the principal functions of this job, the level of knowledge and skill typically required and the scope of responsibility, but should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absences or relief, to equalize peak work periods or otherwise to balance the workload.*

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**Reviewed by** Annie Galaxy

**Approved by** Morgan Christensen, Executive Director of Human Resources

**Created** 7/23/2025

**Last Revised**