



TITLE: Teacher, Hard of Hearing

REPORTS TO: Director of Special Education

SUPERVISES: Classified staff and volunteers as necessary

OVERVIEW:

The **Teacher of the Deaf and Hard of Hearing (DHH)** provides specialized instruction and support for students (Pre-K through Grade 12) who are deaf or hard of hearing, with a current vacancy emphasis at the middle school level. The DHH teacher enables students to access the core curriculum, develop language and communication skills, and achieve academic, social, and emotional growth. This position also includes collaboration with families, classroom teachers, administrators, and paraeducators to promote inclusive educational experiences.

ESSENTIAL RESPONSIBILITIES (*include but are not limited to the following*):

- Develop and deliver instruction aligned with IEP goals, state standards, and district curriculum through individual and/or group lessons.
- Provide direct instruction in language development, communication skills (spoken language, ASL, cued speech, etc., depending on student need), and auditory training.
- Adapt general education materials and teaching strategies to meet the individual needs of students with hearing loss.
- Collaborate with general education teachers to support DHH students in mainstream settings through accommodations, modifications, and consultation.
- Support students' self-advocacy, independence, and use of hearing assistive technology (e.g., hearing aids, cochlear implants, FM/DM systems).
- Conduct formal and informal assessments related to student access, auditory skills, and communication development.
- Participate as a core member of the IEP team; draft IEPs and service plans; monitor

progress and manage case files.

- Serve as a liaison between school staff, families, and outside providers (e.g., audiologists, speech-language pathologists).
- Maintain data on student progress; provide regular communication with families and school teams.
- Train and support paraeducators and instructional aides on strategies and supports for DHH students.
- Provide in-service training or consultation to site staff to increase awareness and capacity for supporting DHH learners.
- Conduct home visits or family consultations when appropriate or required by an IEP team decision.
- Implement classroom and behavior management strategies to support a safe and positive learning environment.
- Support access to school-wide activities and transition planning for older students.
- Maintain compliance with all IEP timelines, documentation, and service logs.
- Perform other duties as assigned by supervisor or student needs.

MINIMUM REQUIREMENTS:

- Bachelor's degree (required); Master's degree in Deaf Education or related field (preferred)
 - Valid California Education Specialist Credential: Deaf and Hard of Hearing
 - Authorization to teach English Learners (CLAD/BCLAD), as required
 - DOJ fingerprint clearance
 - TB clearance within 60 days of hire
 - Authorization to work in the U.S.
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KNOWLEDGE, SKILLS, AND ABILITIES (KSAs):

- Knowledge of auditory development, amplification equipment, and access strategies for students with hearing loss
 - Understanding of language development for DHH students, including approaches for students using ASL, oral language, or total communication
 - Ability to conduct functional listening assessments and environmental evaluations
 - Effective communication, collaboration, and conflict-resolution skills
 - Familiarity with IEP development, progress monitoring, and relevant assessment tools
 - Knowledge of current assistive technologies and classroom adaptations for DHH access
 - Ability to work with students, families, and staff from diverse backgrounds
 - Ability to differentiate instruction and modify curriculum as needed
 - Proficiency in American Sign Language (ASL) preferred but not required
 - Second language proficiency preferred
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PHYSICAL DEMANDS:

While performing the duties of this job, the employee is regularly required to see, hear, and communicate. The employee may need to move classroom materials, lift up to 25 pounds, and travel between school sites.

WORK ENVIRONMENT:

This position operates in general education classrooms, small group spaces, and occasionally in outdoor or community settings. The noise level may vary depending on student needs and instructional environment. The teacher may work with students who require behavior supports and individualized safety planning.

WORK YEAR:

Per the teacher contract

SALARY RANGE:

Placement on the teacher salary schedule

PAUSD is an equal opportunity employer in compliance with the Americans with Disabilities Act and all other applicable federal, state, and local laws. This job description does not supersede any negotiated agreement between PAUSD and the Palo Alto Educators Association.