

St. Martin Parish School District

Revised 7/17/2024

Job Title:	Special Education Teacher (PK - Grade 12)	Reports To:	School Principal
		HR Contact	Julie Laviolette
Location/Grade Level:		Level/Salary Range:	9-Month Certified Salary Schedule
EVALUATION:	Educator Evaluation annually pursuant to BESE Bulletin 130		
Qualifications and Education Requirements	College degree, valid Louisiana Teaching Certificate in Special Education pursuant to BESE Bulletin 746		
JOB DESCRIPTION: To lead and supervise students toward realizing their intellectual, emotional, and psychological potential and to perform tasks which may be necessary for the efficient operation of the school.			
ROLES AND RESPONSIBILITIES: 1. Fulfill all duties traditionally expected of those in the teaching profession. 2. Design, plan and deliver student-centered instruction to all students effectively as measured by the educator evaluation system in accordance with federal and state regulations and the district’s Personnel Evaluation Plan. 3. Assume responsibility for growth in student learning in the assigned area of instruction. a. Ensure that student growth is continuous and appropriate for assigned students. b. Develop and meet two yearly student learning targets which positively affect student achievement through job responsibilities. 4. Plan and prepare in advance for teaching of classes and students assigned. Provide written evidence of preparation which references standards, units, activities, materials, literacy strategies, and formal/informal evaluation of learner outcomes upon request. a. Establish learning objectives consistent with appraisal of student needs, requirements of district-adopted curriculum, and knowledge of human growth and development. b. Plan for and utilize instructional methods, resources and evaluation techniques which motivate and enable each student to achieve learning objectives. c. Create and maintain a classroom environment that provides for student involvement in the learning process and enables each student to achieve learning objectives in the least restrictive environment. d. Establish, post, and enforce rules and expectations for student behavior. e. Implement all components of relevant district-adopted curriculum with fidelity. f. Provide opportunities for students’ involvement and engagement in the learning process to enhance retention, application, relevance, and higher order thinking. g. Use all available resources including differentiated instruction through RTI to develop intervention plans for students failing to progress at an acceptable pace with their class and/or peer group. h. Plan and provide regular, rigorous assessments which are aligned with the depth and rigor of the state standards and content, including curriculum resources, and provide timely academic feedback to promote student learning. i. Understand individualized plans for assigned students with behavior, health, and learning needs and ensure accommodations and modifications are in place in the classroom. 5. Identify student needs and cooperate with other professional staff members in assessing students and developing plans to address health, behavioral and learning problems. 6. Provide accommodations and/or interventions for at-risk/remedial students, and/or sub groups as appropriate. 7. Exert every effort to provide clear and timely information at regular intervals to parents, caregivers, and colleagues regarding classroom expectations, student progress, student conduct, and ways they can assist student learning and behavior. Be available for parent-teacher conferences. 8. Collaborate regularly with instructional staff, other school personnel, parents and a variety of community resources (IEP team members) for the purpose of improving the overall quality of student outcomes. a. Serve as primary contact for parents/guardians of assigned special education students. b. Share all student accommodations with applicable regular classroom teachers. c. Collaborate regularly with applicable regular classroom teachers regarding instruction and student progress. 9. Provide research-based specialized instruction to address the instructional goals and objectives contained within each student’s Individual Education Plan (IEP). a. Provide and follow consistently a daily schedule to the School Principal, Special Education Supervisor, and applicable regular education teachers. 10. Provide direction, supervision, and evaluation of assigned paraprofessionals, leading by example. a. In a self-contained setting, in areas of academics, social/emotional, behavior, life skills, and activities of daily living, such as lifting of students, toileting, feeding, and other health procedures; participate in these activities in order to lead by example. b. In an inclusion setting, such as accommodation/modification provisions, record keeping activities, student discipline matters, grading of and assistance in student work, and assistance in watching, caring for students in all settings in order to lead by example. 11. Develop compliant Individual Education Plans (IEPs) and coordinate and ensure the delivery of special education services in each student’s IEP. a. Hold IEP meetings within expected timelines. Schedule IEP meetings at times other than scheduled classroom time.			

- b. Ensure IEPs are validated and all errors corrected prior to submission.
- c. Ensure progress notes are completed each nine weeks and copies sent to parents or guardians
- d. Maintain complete and accurate service records.
- e. Maintain organized IEP record keeping system (e.g., filing, student folders).
- 12. Assist school administration in implementing all policies and rules governing student conduct and effective school operation.
- 13. Monitor student conduct throughout the school building and grounds and enforce all policies and rules governing student conduct.
- 14. Assist administrators and other staff members in the orderly, expedient and safe transition of students from one location to another.
- 15. Take all necessary and reasonable precautions to protect students, equipment, books, materials, and facilities.
- 16. Perform various administrative duties such as taking attendance, organizing the classroom, and responding to emails and phone calls from parents, school administrators, and staff in a timely manner.
- 17. Maintain a physical classroom environment that is organized to promote learning for all students, with supplies, equipment, and resources accessible to provide opportunities for students.
- 18. Maintain effective, efficient, and timely record-keeping procedures, including but not limited to lesson plans, student attendance, student grades, physical inventory management, classroom schedules, student assessment data, students' written work.
- 19. Supply adequate lesson plans, seating charts, class rosters, and other essential information for substitutes in the event of absence from work.
- 20. Collaborate with peers to enhance the instructional environment for students by participating in activities which may include, but are not limited to, team teaching, team planning, professional learning community meetings, grade-level meetings, staff development, and various committees.
- 21. Serve on special committees (e.g., 504, Student Well-Being, SBLC, Pupil Progression/IAIP, Crisis, Dyslexia) as required by School Principal or district administration and perform related work as required.
- 22. Provide leadership, supervision, and support for students' extracurricular activities in assigned student organization or club including but not limited to:
 - a. Attend all events which students attend as an official club function, including but not limited to local, regional, state, and national conferences and competitions.
 - b. Ensure plans for all club functions conform to school and district policy.
 - c. Enforce the applicable student dress code at all official club functions.
 - d. Safeguard and accurately account for all monies advanced by or received from students, parents, the school, or other persons, including vendors and donors, in accordance with the rules of his/her school and the policies of the Board.
 - e. Properly document and maintain receipts evidencing all monies collected and/or spent in accordance with the rules of his/her school and the Board.
 - f. Be present and on time for all official club functions and transportation to and from events as assigned by the School Principal.
 - g. Comply with all state and national governing board rules, where applicable.
 - h. Maintain equipment and facilities related to the assigned club or organization.
- 23. Attend after-school events as scheduled, including but not limited to in-person faculty meetings once per month, parent/family night, events parent teacher conferences, orientation-no more than six times per school year. High school teachers must attend graduation.
- 24. If assigned to multiple locations, provide and follow consistently the daily schedule provided to direct supervisor, school principals, and applicable teachers.

PROFESSIONAL RESPONSIBILITIES:

- 1. Maintain professional personal appearance and demonstrate respect for colleagues.
- 2. Attend work regularly; report to work on time; and provide advance notice of need for absence.
- 3. Complete work efficiently and accurately (with few/no errors) within deadlines without supervision.
- 4. Perform job responsibilities consistently, use time wisely, plan properly, take care of materials and equipment.
- 5. Maintain confidentiality and demonstrate trustworthiness; exercise good judgment.
- 6. Support, implement, assist with, and/or ensure application of district initiatives and other programs or directives of the Superintendent and Board.
- 7. Keep the direct supervisor informed of the progress being made in the area(s) of responsibility.
- 8. Report to the St. Martin Parish School Board as needed or directed.
- 9. Keep abreast professionally by attending local, regional, state, or national meetings and/or staff development that address area(s) of responsibility as directed by the supervisor.
- 10. Complete and submit all forms, reports, documentation, and training by required dates and in accordance with district policies and procedures.
- 11. Remain open to suggestions and innovative ideas; receive and apply feedback.
- 12. Demonstrate competence in areas of responsibility.
- 13. Exert every effort to constructively involve stakeholders in all professional settings.
- 14. Communicate appropriately and work effectively with all populations.
- 15. Exhibit desirable qualities such as commitment to job responsibilities, enthusiasm, cooperation, sense of humor, creativity, tact, positive attitude/work ethic, dependability, punctuality, self-discipline/control, poise, voice control, effective nonverbal communication, a professional appearance, initiative, and a genuine concern and interest for others.
- 16. Follow the specific requirements established by the School Board (LEA), State Department of Education (SDE), the State Board of Elementary and Secondary Education (SBESE), and/or Federal regulations and guidelines established by each.
- 17. Perform any duty, not specifically assigned, as deemed necessary by the assigning authority in order to maintain continuity where needed.

SUPPLEMENTAL SALARY SCHEDULE (ACT 311):

The salaries provided in the salary schedules shall be considered compensation for work performed by each employee which relate to his/her prescribed duties and responsibilities, as identified and described in the employee's job description(s). Additional compensation shall be provided as follows:

- (1) In addition to all other compensation to which a teacher is entitled, any teacher who is not afforded the minimum uninterrupted planning time required by R.S.17:434(A) shall be compensated at the effective hourly rate of that teacher for each hour of planning time.
- (2) Any employee in a certified position who performs approved work beyond the scope of their prescribed duties and responsibilities in their job description and for which prior approval has been obtained from their direct supervisor and district administration shall be paid at the rate required by La. R.S. 17:418. Any work to be performed outside of an employee's job duties and responsibilities shall require the employee to:

- (a) submit a written description of the services to be performed and the estimated time to complete the task, which shall be submitted to the employee's immediate supervisor prior to commencing such services;
- (b) obtain the prior written approval of the employee's immediate supervisor and district administration; AND
- (c) obtain supplemental, written authority from the employee's immediate supervisor and district administration before exceeding the initial estimated time for performing such services.

Such employee shall submit a completed Extra-Duty Timesheet reflecting the services actually provided and the time spent for each item, rounded to the nearest one-tenth of an hour, within seven (7) calendar days of performing such services to their immediate supervisor. The Extra-Duty Timesheet with prior approval documentation must be submitted to Payroll monthly as the work is performed in accordance with established Payroll cutoff deadlines.

- (3) All nonexempt employees shall be compensated for overtime work in accordance with the Fair Labor Standards Act, 29 U.S.C. 201. If individuals are employed in one capacity but voluntarily work part-time in a different capacity on an occasional or sporadic basis, the hours logged in the secondary voluntary capacity shall not be counted as hours worked for overtime purposes in accordance with SMP SB Compensation Guidelines/Overtime policy (GBAA).

While the operation of the St. Martin Parish School Board and its schools is governed by the provisions of this and all other policies, as well as the procedures of the individual schools, no policy manual can list each and every instance of misconduct that is precluded. Accordingly, employees are cautioned that the appropriateness of certain action or behavior must necessarily be dictated by the nature of the position held by the employee and commonsense. By virtue of one's education and experience, an employee knows and understands that certain actions or conduct are unacceptable even in the absence of formal policy. For instance, without the need of a specific prohibition or warning, a classroom teacher should be aware of the impropriety of certain practices such as leaving students unattended, using profanity or sexually suggestive language or bringing a firearm onto campus. Such conduct constitutes both incompetence and willful neglect of duty and will result in the imposition of discipline up to and including termination.

I certify that I have reviewed and understand each requirement and that I am capable of meeting each and every requirement.

Employee Printed Name:		Employee Signature:	
		Date:	
Approved By:		Date:	