

**Hutchinson Public Schools
Job Description**

Job Title: Teacher of the Deaf
Department: Special Education
Responsible To: Director of Special Education
Payment Rate: Salary and benefits determined annually by the Board of Education
FLSA Status: Exempt
Prepared By: Human Resources, October, 2025
Reviewed/Updated: November 12, 2025

Summary

Teach special education students academic, social, and motor skills in the Interrelated instruction environment by performing the following duties.

Essential Duties and Responsibilities

- Assist in developing language acquisition and communication skills to facilitate the person, social, and intellectual development of students.
- Establish a positive learning environment and respond to the individual needs of students.
- Ensure that all activities conform to district guidelines.
- Communicate effectively with all members of the school district.
- Work effectively with community organizations.
- Appropriately operate all equipment as required.
- React to change productively and handle other tasks as assigned.
- Support the vision, mission, core values of the school district.
- Support equipment requests and send in equipment for repairs as needed.
- Assist in the early recognition and prevention of educational problems.
- Participate as a team member in the comprehensive evaluation , review, and re-evaluation process.
- Use state approved testing for hearing impaired/deaf children.
- Participate in the development of student IEP's.
- Provide students with intensive instruction in language, communication skills, reading auditory training, and self-advocacy.
- Plan and implement effective lessons based on student IEP's, using time, materials and resources effectively.
- Assist speech therapists in language and speech programs.
- Monitor student progress and make informed, timely educational decisions.
- Motivate students through effective communication and evaluative feedback.
- Display a thorough knowledge of curriculum and subject matter.
- Demonstrate awareness of the needs of students and provide for individual differences.
- Set high expectations for student achievement and behavior.
- Demonstrate effective interpersonal relationships with others.
- Establish and maintain a positive climate for learning through appropriate classroom management.
- Maintain current curriculum and instructional practices.
- Plan and implement transitional programs for students.
- Consult with parents, teachers, administrators, and others concerning the needs of students and special services that are available.
- Refer students and their families to appropriate community agencies and services.
- Cooperate with agencies serving students and their families.
- Assist teachers in the development and implementation of curriculum modifications and appropriate classroom strategies.
- Assist with public awareness activities which lead to a better understanding of the needs of exceptional children, including sign language club, deaf Christmas party and picnic.
- Assist students in developing feelings of self-worth and in making social adjustments which permit them to cope with disabilities.
- Order and maintain an adequate inventory of materials and supplies.
- Maintain appropriate, confidential records and provide timely reports.
- Keep abreast of new information, innovative ideas, and techniques.
- See that school district policies and observed during all activities.
- Obtain advance approval for all special activities and expenditures.
- Continue to increase sign language skills and help develop ways to employ new sign language interpreters.

Supervisory Responsibilities

None

Qualifications

An individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

Must hold an appropriate Kansas Teaching License in Hearing Impaired or Teacher of the Deaf. Desire to continue career improvement.

LANGUAGE SKILLS

Ability to read, analyze and interpret complex documents. Ability to respond effectively to the most sensitive inquiries or complaints. Ability to write using original or innovative techniques or style. Ability to make effective and persuasive speeches and presentations to top management, public groups and/or board of directors.

MATHEMATICAL SKILLS

Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry and trigonometry. Ability to apply concepts such as fractions, percentages, ratios and proportions to practical situations.

REASONING ABILITY

Ability to define problems, collect data, establish facts and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

CERTIFICATES, LICENSES, REGISTRATIONS

Must be Licensed by the Kansas State Department of Education to teach in the area of Hearing Impaired.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to stand and occasionally required to sit, walk, talk and stand. Requires travel in between all USD 308 buildings.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. This position requires no special vision requirements.

ACKNOWLEDGMENT

I have read and understand the essential functions of the position set forth in this Job Description and certify that I am capable of fully performing each of said essential functions without accommodations or with the following accommodations:

I understand that any misrepresentation regarding my abilities to perform the essential functions of the position may result in disciplinary action including termination of employment. I also understand that punctual and regular attendance is a specific condition of continued employment in accordance with District policies.

Signature: _____ Date: _____

Printed Name: _____