



We are pleased to announce that we are seeking qualified applicants for the position of **ELEMENTARY BEHAVIOR TEACHER**

High Desert ESD celebrates all cultures and languages and is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive considerations for employment without regards to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

POSITION(S): 1 **Elementary Behavior Teacher**
40 hrs/week, Mon-Fri, 189 days/year (pro-rated for remainder of 2022-23)

LOCATION: The Nest Program, Bend

START DATE: As soon as possible

SALARY RANGE: As established by bargaining agreement, 2022-23 Licensed Salary Schedule (based on experience and education). Benefits include family insurance package, sick leave, paid holidays, generous PERS contribution, tuition reimbursement

QUALIFICATIONS: **DEFINITION**
The Behavior Teacher serves as the teacher for students in grades K-5th grade. The teacher works closely with support personnel in the development and implementation of group behavior management and individual intervention plans. Responsibilities include the planning and management of daily activities to meet the goals established for students. The teacher participates in the hiring, training and direction of educational assistants.

QUALIFICATIONS

This position requires a valid and proper Oregon teaching license or work towards such a license. A special education license is preferred. The teacher must have experience in teaching children with behavior/emotional needs. Knowledge and experience with alternative learning methods, knowledge of functional behavioral assessment and experience with designing behavior intervention plans is preferred. Some training will be available. Training in crisis prevention techniques is required with ability to perform significant reaching, bending, stooping, crouching and lifting 50 pounds is expected. Training and experience with cognitive behavioral interventions is preferred. Must have access to reliable transportation, and consistent attendance is required. Training or willingness to gain training in Collaborative Problem Solving is required. Applicants must have successful experience in working with culturally diverse families and communities, and/or have otherwise demonstrated a commitment to equity and strengthening engagement of a diverse community and skill in communicating with a diverse population.

Please see attached job description for additional information and responsibilities.

APPLICATION PERIOD: Open until filled

CONTACT: **DIRECT YOUR INQUIRES REGARDING THIS POSITION TO**
Sara Ausman, 541.355.4852, sara.ausman@hdesd.org

A COMPLETE APPLICATION INCLUDES

- Letter of interest stating how your background experience qualifies you to assume the responsibilities of this position
- Current résumé
- Completed application form - may be downloaded from HDES website www.hdesd.org or through Recruit & Hire site <https://highdesert.tedk12.com/hire/Index.aspx>

DIRECT YOUR MATERIALS REGARDING THIS POSITION TO

Kristen Johns, Human Resources Manager
High Desert ESD
2804 SW Sixth Street
Redmond Oregon 97756
Fax 541.638.9654
kristen.johns@hdesd.org

If you currently hold a regular position with HDES, you may apply by submitting a cover letter, an up-to-date resume including your current position, and an up-to-date list of references.

High Desert ESD is an affirmative action equal opportunity employer and complies with federal and state statutes that prohibit discrimination on the basis of race, color, national origin, religion, sex, age, disability or marital status. If you have a disability and need an alternate format in order to complete the employment process, you may call Human Resources at (541) 693-5600. Please leave a message describing the alternate format needed. The ESD is committed to maintaining a drug-free workplace and strictly complies with drug testing policy. Employment with HDES requires employee's wages be paid via direct deposit to a bank account or paycard.

APPROVED: 10/12/2022

DIRECTOR OF HUMAN RESOURCES
Posting # L22-23/514-1148

TEACHER BEHAVIOR – Behavior Intervention Center – Elementary

Definition: The Behavior Teacher serves as the teacher for students in grades K-5th grade. The teacher works closely with support personnel in the development and implementation of group behavior management and individual intervention plans. Responsibilities include the planning and management of daily activities to meet the goals established for students. The teacher participates in the hiring, training and direction of educational assistants.

Qualifications: This position requires a valid and proper Oregon teaching license or work towards such a license. A special education license is preferred. The teacher must have experience in teaching children with behavior/emotional needs. Knowledge and experience with alternative learning methods, knowledge of functional behavioral assessment and experience with designing behavior intervention plans is preferred. Some training will be available. Training in crisis prevention techniques is required with ability to perform significant reaching, bending, stooping, crouching and lifting 50 pounds is expected. Training and experience with cognitive behavioral interventions is preferred. Must have access to reliable transportation, and consistent attendance is required. Training or willingness to gain training in Collaborative Problem Solving is required. Applicants must have successful experience in working with culturally diverse families and communities, and/or have otherwise demonstrated a commitment to equity and strengthening engagement of a diverse community and skill in communicating with a diverse population.

Classification Licensed

Reports To Supervisor Behavior Programs

Performance Responsibilities

1. Teach children with behavior/emotional needs
2. Provide alternative learning methods
3. Provide functional behavioral assessment
4. Design behavior intervention plans and progress reports
5. Work collaboratively with professionals from varied fields
6. Supervise students in out-of-classroom activities
7. Build rapport with students and parents
8. Demonstrate awareness of emotional needs of children
9. Train and maintain current certification in crisis prevention techniques to include restraint and seclusion per Oregon Department of Education guidelines.
10. Demonstrate effective classroom management skills
11. Establish a therapeutic learning environment
12. Know and apply research based social skill curriculum and positive behavior supports
13. Implement cognitive behavioral interventions
14. Collect and analyze behavioral data
15. Keep appropriate records
16. Participate in, and be committed to interagency collaborative efforts
17. Work successfully in a team setting
18. Assist with training of assistant(s)
19. Physically assist students and lift and/or move up to 50 pounds as needed
20. Communicate effectively with parents
21. Communicate regularly and appropriately through use of email
22. Communicate clearly and appropriately verbally and in writing
23. Respect and maintain confidential information in all situations
24. Fulfill other related duties as assigned

Terms of Employment A contract renewable annually by the Board of Directors, under the terms and conditions of the statutes and administrative rules of the State of Oregon, conditioned upon successful evaluations and the employee's maintenance of a current, valid teaching credential. Salary and benefits are established by policy and collective bargaining agreement.