



# MONTANA SCHOOL for the Deaf & Blind

*giving kids the building blocks to independence*

3911 CENTRAL AVENUE  
Great Falls, Montana 59405  
406.771.6000  
406.771.6164 FAX  
[www.msdb.mt.gov](http://www.msdb.mt.gov)

**POSITION TITLE: Teacher of Students with Visual Impairments**

**SUPERVISOR:** Principal

**DEPARTMENT:** Education

**POSITION NUMBER:** 51300310

**STARTING SALARY:** \$31,420 - \$66,800 depending on education and certification

**BENEFITS:** Full Insurance Package

**START DATE:** September 2020

**STATUS:** Full Time

**BARGAINING UNIT:** MPFT

**CLOSING DATE:** Open until filled.

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**TYPICAL DUTIES:**

The purpose of this job is to assist students identified with a visual impairment in achieving their maximum potential, utilize Montana Common Core State Standards in establishing instructional goals for each individual student, provide assessments that measure whether students meet standards, and provide a safe and pleasant school environment where all of these goals can be achieved. This job also addresses the Expanded Core Curriculum for students with visual impairments.

- Provides direct and indirect instruction to students who are blind, visually impaired, multiply involved and/or deafblind as assigned.
- Provides braille and Nemeth instruction to students. This would include assessing student braille needs and provide recommendations for instruction.
- Responsible for data, records, and compiling report cards information relative to writing, implementing and monitoring progress on IEP goals as well as writing progress reports.
- Prepares and implements curriculum materials.
- Works with a variety of support service staff to provide accommodations and modifications for students including such items as mobility, positioning, fine motor activities and/or job training.
- Performs student evaluations, assessments and refers students for evaluation, counseling, and other support services.
- Establishes and implements effective behavior management system so that the environment is conducive to learning academic, daily living, self-help, and pre-vocational skills for all students.
- Monitors and reports all safety concerns to supervisor.
- Depending on assignment, gives necessary direction to teaching assistants.
- Works with other teachers and support personnel in curriculum planning and implementation to provide an integrated and well-rounded instruction program for each student.
- Maintains effective communication with parents and residential staff.
- Pursues professional development focusing on education of students with visual impairments.
- Other duties as assigned.
- Detailed Job Description available upon request.

**QUALIFICATIONS:** Bachelor's or higher in Teaching Students with Visual Impairments or Special Education or Elementary and/or Secondary Education with a Special Education endorsement is required. Must be able to obtain a Montana Class 1 or Class 2 Teaching Certificate/License or be willing to enroll in an accredited teacher training program and obtaining a Class 5 Teacher Certificate/License is required.

Must be able to obtain a Montana Teacher's Certificate and possess or willing to complete requirements for obtaining a Special Education or Teaching Students with Visual Impairments Endorsement. Must have a working knowledge of modern theories, principles and practices of education in general and special education in particular. Possess good planning and organizational skills, knowledge of current diagnostic and educational practices as they apply to educating students with visual impairments. Working knowledge of compensatory skills and assistive technology related to the education of students who are visually impaired/multiply involved preferred. Experience teaching students, in a variety of settings, with program needs including self-help/independence, communication and social/behavioral training preferred. Experience with special education processes and paperwork is preferred.

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**ACCOMMODATIONS:** The State of Montana and the Montana School for the Deaf and the Blind makes reasonable accommodations for any known disability that may interfere with an applicant's ability to compete in the recruitment and selection process. For the school to consider any such accommodations, the applicant must notify the school in writing of any needed accommodation by the application deadline.

**IMMIGRATION REFORM AND CONTROL ACT:** In accordance with the Immigration Reform and Control Act, the person selected must produce within three (3) days of hire, documentation that he/she is authorized to work in the United States. Examples of such documentation include a birth certificate or social security card along with a driver's license or other picture I.D., a United States passport or a green card.

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**ADDITIONAL REQUIREMENTS:** MSDB is a non-smoking environment. There are no authorized smoking areas and smoke breaks are not given. All successful candidates must submit to a background check, which includes a criminal record review, and must not possess any felony or DUI convictions. Additionally, an "Applicant Release Form" must be completed and signed as part of the application.

The work performed in a typical setting at MSDB involves mostly sedentary to light physical activity, typically requiring occasional exertion of up to 20 lbs. of force and walking or standing to a significant degree. The employee may need to climb stairs, bend, stoop, reach, and handle objects. The employee may occasionally lift and/or move up to 50 lbs. The person in this position works in multiple buildings across campus and must be able to travel independently between buildings.

This position requires interactions with staff who may have very different and very strong beliefs about the best ways to educate students who are deaf or hard of hearing. The person in this position must be open-minded and respectful regarding different educational philosophies. This position requires some amount of time engaging in signing which has been known to lead to repetitive motion injuries such as carpal tunnel.

The successful candidate will be required to have fluent ASL and English skills to communicate with staff.

New employees must meet the requirements of MSDB Policy 5124 Employee Sign Language Skills and will be evaluated through the Sign Language Proficiency Interview (SLPI). New employees to this position must meet the Target Skill Level Standard of "None" on the date of hire and a Target Skill Level Standard of "Survival" within three (3) years of hire.

**TENURE:** Certificated teaching staff will be notified by June 1 of reelection (Collective Bargaining Agreement, Article 7, Section 5). Whenever a teacher has been offered and accepted a contract for the fourth consecutive year of employment, the teacher is considered to be reelected from year to year as a tenured teacher (Collective Bargaining Agreement, Article 7, Section 3. A.).

**APPLICATION AND SELECTION PROCESS:** Selection procedures to be used in evaluating applicant's qualifications include an evaluation of the Montana State Application form, structured interview, and reference checks. Incomplete or unsigned application forms may not be considered.

**APPLICATION:** <https://statecareers.mt.gov>

An Affirmative Action/Equal Opportunity Employer

The Montana School for the Deaf and the Blind is an Affirmative Action/Equal Opportunity Employer (EOE). MSDB will not discriminate in its educational programs, activities, or employment practices, based on race, color, national origin, sex, pregnancy, childbirth or medical conditions related to pregnancy or childbirth, disability, age, political or religious affiliation or ideas, culture, creed, ancestry, social origin or condition, genetic information, sexual orientation, gender identity or expression, military service or veteran status, marital status. Announcement of this policy is in accordance with state and federal laws, including Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990. Employees and participants who have an inquiry or complaint of harassment or discrimination, or who need information about accommodations for persons with disabilities, should contact the Affirmative Action Officer, Montana School for the Deaf and the Blind, 3911 Central Avenue, Great Falls, Montana 59405. Phone (406) 771-6000