



## Human Resources Office

102 S. Hickory Avenue, Bel Air, Maryland 21014

Telephone: 410-588-5238

www.hcps.org

AN EQUAL OPPORTUNITY EMPLOYER

### VACANCY ANNOUNCEMENT

#### SPECIAL EDUCATION TEACHER – CLASSROOM SUPPORT PROGRAM (CSP)

To create a safe atmosphere conducive for learning and implements instruction in ways that allows all students to learn.

The Classroom Support Program (CSP) is a Harford County Public School (HCPS) regional therapeutic behavioral support program, which is a Special Education placement:

- *Designed to meet the needs of identified students with disabilities who have significant emotional/ behavioral needs that interfere with their educational program.*
- *Creating an environment that includes a low student-to-staff ratio, which increases the opportunity to monitor and to praise for positive behavior change.*
- *Delivering on-going progress monitoring and feedback, evidence-based social skills instruction, therapeutic services, weekly school-to-home communication, academic instruction addressing students' deficits.*
- *Implementing a transition level with monthly monitoring process that gradually reintegrates student into the general education environment based on student's response to interventions.*
- *Program addresses sensory needs through modifications to the classroom environment and a variety of sensory strategies.*
- *Crisis intervention is supported by highly, trained staff and can be supported with de-escalation areas. Elementary programs offer exclusion and seclusion areas.*

At all levels, the CSP classes provide structured, supportive settings with embedded behavioral supports for a student having needs which cannot be met in a less restrictive environment. Also, the CSP can serve as a lesser restrictive environment for a student returning from a non-public setting. In the CSP, a student's program and schedule are individualized according to his/her respective social-emotional and self-management needs. The needs of the student are addressed by special educators, and mental health professionals (school psychologists, counselors, and social workers). A student is strategically assigned to a classroom based on the function of his/her respective behaviors for optimal learning in small classrooms. Instruction is aligned with the Maryland College and Career-Ready Standards. Instruction and assignments are targeted to provide each student with the maximum opportunity to access the material and demonstrate understanding. The CSP offers a highly-structured, behavior management system with predictable rewards and consequences that utilizes a meaningful point system monitored by both teacher and student on a regular basis. Students have opportunities to regain self-control in the classroom (called self-helps), or they may be directed to resource areas for supervised support while they regain their ability to return to classroom instruction. Crisis intervention is available, and all staff members are trained in crisis intervention practices.

#### DUTIES AND RESPONSIBILITIES INCLUDE





*These items are intended only as examples of the various types of job duties to be performed. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.*

- Plans and provides for appropriate learning experiences for students.
- Supervises students in a variety of school-related settings.
- Monitors and evaluates student outcomes.
- Communicates and interacts with students, parents, staff, and the community.
- Develops, selects, and modifies instructional plans and materials to meet the needs of all students.
- Provides an atmosphere and environment conducive to the intellectual, physical, social, and emotional development of children.
- Strives to maintain and improve professional competence.
- Maintains appropriate records and follows required procedures and practices.
- Maintains regular, on-time attendance.
- Attends meetings and serves on special committees.
- Monitors appropriate use and care of equipment, materials, and facilities.
- Reacts to change productively.
- Performs other work-related duties as assigned.

## SALARY

Starting salary for Bachelor's degree with SPC (\$50,148)  
May increase with additional education and experience.

## REQUIREMENTS

-  Bachelor's degree from an accredited college or university.
-  Hold or be eligible for Maryland State Department of Education teacher certification.
-  Ability to transfer children.
-  Specific skills as dictated by the needs of students receiving services, e.g., sign language, ability to lift heavy objects, medical needs, etc.

## HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Current Job Openings section of the HCPS website at [www.hcps.org](http://www.hcps.org). If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

The Board of Education of Harford County does not discriminate on the basis of age, ancestry/national origin, color, disability, pregnancy, gender identity/expression, marital status, race, religion, sex, or sexual orientation in matters affecting employment or in providing access to programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

In accordance with the requirements of Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681, *et seq.*), Harford County Public Schools does not discriminate on the basis of sex in any of its programs or activities or with regard to employment. Inquiries about the application of Title IX, and its implementing regulations to Harford County Public Schools may be referred to Dr. Paula Stanton, Harford County Public Schools Title IX Coordinator, by mail to 102 S. Hickory Avenue, Bel Air, Maryland 21014, or by telephone to 410-809-6064 or by email to [Paula.Stanton@hcps.org](mailto:Paula.Stanton@hcps.org), or the Assistant Secretary for the Office of Civil Rights in the United States Department of Education by mail to 400 Maryland Avenue, SW, Washington, DC 20202 or by telephone 1-800-421-3481, or both.

This document is available in alternative form upon request. To request disability-related reasonable accommodations, please notify a staff member in the Human Resources Office at the time you are contacted for an interview.

## ***AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE***