

Job Title: <i>Lead Teacher, Rosen Family Preschool at the Hearing, Speech and Deaf Center</i>	FLSA Status: Exempt
Department: Education	Prepared Date: May 2019
Reports To: Director of Education	Salary Range: \$45,000 - \$52,000 DOE

<p>Benefits Package:</p> <p>Insurance:</p> <ul style="list-style-type: none"> • Medical/Dental/Vision coverage (heavily subsidized for employees) • 100% employer provided Short Term Disability, Long Term Disability, and Life and AD&D insurance • Employee Assistance Program <p>Voluntary plans:</p> <ul style="list-style-type: none"> • Healthcare and Dependent Care FSA • 403(b) Retirement Plan • Voluntary Life, AD&D, and Identity Protection plans for employees, their spouses, and dependents <p>AND</p> <ul style="list-style-type: none"> • Generous Vacation and Sick & Safe Leave • Paid holidays • Personal day 	<p>Schedule: This is a 12-month position with PTO. Classroom hours are full-time Monday through Friday. Students do not attend school in the summer.</p> <p>Hiring Timeline: Ideally, candidate would be interviewed and hired in the spring of 2019 and begin work in July or August of 2019.</p>
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Who are we?

MISSION:

At Rosen Family Preschool, capable children, engaged families and inspired educators collaborate in a joyful, accessible bilingual learning community rooted in Deaf identity and American Sign Language.

VISION:

To be leaders in deaf education devoted to providing an exemplary ASL and English bilingual program for the diverse community of Seattle that empowers children and families to become creative and confident thinkers.

HSDC AND ROSEN'S COMMITMENT TO REPRESENTATION:

We actively seek to recruit, hire, promote, and retain a diverse workforce—one that welcomes and engages people from every background and models the achievements of adults in the Deaf community. We strive to reflect the diversity of the Seattle area, and for our families, staff and board to be equally diverse. We are committed to eliminating barriers to access and equity and

see a diverse workforce as a key step toward this goal. We value our staff members, volunteers, and board members and their individual backgrounds, which further our ability to serve and learn from the diverse families that enrich our community. We invite you to join us on our journey.

Who are you?

THE IDEAL ROSEN FAMILY PRESCHOOL TEACHER:

- Values and practices our bilingual, constructivist, inquiry-based, positive-discipline approach to teaching and learning, inspired by the world-renowned schools of Reggio-Emilia, Italy.
- Employs an American Sign Language (ASL) & English bilingual approach in a community of children ages 3-5, including young children who are deaf, hard of hearing, and hearing ASL users.
- Engages in daily collaboration and reflection with other faculty and makes learning visible through documentation, publishing, and presenting to the public.
- Practices excellent interpersonal skills, strong organizational skills, cultural competency, a commitment to the rights of all learners, and the passion to realize the school's mission of transforming the field of Deaf Education.

What do we envision as our work together?

POSITION RESPONSIBILITIES AND DUTIES

Create Bilingual, Constructivist/Reggio-Inspired, Inquiry-Based Learning Experiences for Young Children

- Approach work through a growth-mindset as a teacher-researcher and engaged collaborator who is curious, eager to learn, joyful and kind.
- Value and practice nurturing the social and emotional intelligences of children through connecting, attending, asking questions, seeing conflicts as learning opportunities, offering strategies, and supporting children to repair relationships through problem solving.
- Arrange physical environments and materials in ways that reflect Rosen's principles of teaching and learning,
- Effectively organize time, space, materials and research data (dialogues, photographs, videos, etc.).
- Use research, documentation, and assessment to inform teaching practice and curriculum decisions, meet the Individual Education Program (IEP) for each child, and comply with all relevant legislation, policies and procedures.

Collaborate and Reflect with Teaching Team

- Participate as an engaged member of the teaching team in which collaboration, dialogue, risk taking, honesty and reflection are practiced values.
- Develop and utilize frameworks to understand and assess individual growth and learning.
- Demonstrate an eagerness to continue to learn and grow as a teacher and researcher by practicing inquiry, actively digging into current research related to our work, and regularly journaling and sharing reflections with others.

Job Description

- Participate as a member of the community and collaborative teaching team through dialogue, analysis of student work, sharing observations and questions, planning, and capturing thinking.
- Complete legal and contractual reporting and deliverables, including formal assessments (Teaching Strategies Gold, Visual Communication and Sign Language), Health Screenings, Kindergarten Transition Plans and IEP.s

Make Learning Visible to Families, Colleagues and the Community

- Employ strategies for making adult and children's learning visible in a variety of ways, including blog posts, presentations, documentation panels, etc.
- Communicate with parents/guardians about student's experiences, gifts, challenges and growth via informal conversations, conferences and academic records.
- Contribute to weekly classroom or community updates for parents/guardians.
- Model our teaching and learning approaches to peers and educators in the field of Deaf Education; engage in dialogue with them (in person and online) about our values and practices.
- Present research and participate in public forums to influence the field of education.
- Integrate technology to support learning and documentation including digital photographs, audio recordings, scanned work, and video; organize and catalog the experiences of children and adults each week.
- Ensure compliance with State regulatory agencies' guidelines and confidentiality parameters. s
- Fulfill all other responsibilities as assigned by supervisor and defined by annual work plan.

What do we require?

QUALIFICATIONS

Required Credentials/Education

- ECE degree or equivalent education, master's degree preferred
- Ability to pass state and federal background check.

At start of contract we can guide you to obtain the following:

- Current enrollment in MERIT and submission of Portable Background Check Application
- Current TB Test, Bloodborne Pathogens, CPR/First Aid certificate and Food Handlers card
- Child Care Basics Training
- Child Abuse & Neglect training

Skills and Experience

- Early Childhood Education experience, 2+ years working with preschool children
- Experience with the ASL-English bilingual approach and a willingness to support both languages
- Experience as a teacher-researcher preferred.
- Experience with and strong working knowledge of the Reggio Emilia approach and Emergent Curriculum
- Demonstrated understanding of the developmental stages, needs, and interests of children ages 3-5 years.

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- Demonstrated understanding of the developmental stages, needs, and interests of deaf and hard of hearing children.
- Demonstrated understanding of the mission, philosophy, values and teaching principles of Rosen Family Preschool and HSDC
- Digital Literacy: The ability to use digital technology, communication tools or networks to locate, evaluate, use and create information.
- Native or near-native ASL expressive and receptive skills; ASLPI Level 4 or equivalent.
- Excellent writing skills.
- Knowledgeable about the experiences and practices of the early childhood schools of Reggio Emilia, Italy.
- Aware of relevant legislation, policies and procedures to ensure that children are supervised and safe at all times, especially related to IDEA/ADA
- Experience with audiological technology (hearing aids, cochlear implants, and FM systems)

Values and Personal Attributes

- Respect and engagement with Deaf culture
- Keen interest and curiosity about the nature of learning and teaching.
- Commitment to social justice and educational equity.
- Attentive to the many ways that children make meaning of the world.
- Joy in working with children and adults.
- Prioritizing families as crucial partners in the life of the school.
- Embracing reflection as a tool for growth and learning; ability to learn from mistakes.
- Ability to engage with children, families and groups of all sizes.
- Able to build esteem while ensuring a safe and secure environment
- Respectful, flexible, consistent, fair, compassionate and understanding
- Exhibiting a sound work ethic and dedication to confidentiality and discretion

Meeting the Physical Demands of the Work Environment: The physical demands and work environment described below represent the activities and surroundings of the position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Standing and sitting in classrooms designed for children ages 3-5 with a moderate noise level
- Coping with the demands and needs of small children
- Moving quickly during evacuations or emergency situations.
- Playing outside every day with children in all weather conditions.
- Lifting, up to 25 pounds.
- Physical agility to bend, stoop, walk, reach overhead, push, pull, squat, kneel, crawl, twist and turn.
- Ability and willingness to efficiently travel by car locally.

What are the next steps?

Qualified Candidates should:



Hearing, Speech & Deaf Center

Job Description

- Submit a resume and cover letter to pgrossman@hsrc.org and humanresources@hsrc.org.
- A brief summary or outline of a Demonstration Lesson* you could present for our students.
- Complete the attached application.
- Submit a 3-minute video clip in ASL introducing yourself, your background, and any other information you wish to share about yourself to pgrossman@hsrc.org and humanresources@hsrc.org.
- Three current and signed letters of recommendation to pgrossman@hsrc.org and humanresources@hsrc.org.
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*We will follow up to schedule an interview and a **demonstration lesson**. For the demo lesson, you will be asked to prepare and lead a 20-30-minute activity with our current students. We will meet briefly afterwards to reflect on the experience.

HSDC is an Equal Opportunity Employer



Hearing, Speech & Deaf Center

1625 19th Avenue
Seattle, WA 98122
(206) 323-5770

NOTE: PLEASE ASK IF YOU NEED ASSISTANCE COMPLETING THIS APPLICATION

INFORMATION			
LAST NAME:	FIRST NAME:	MIDDLE IN:	
PRESENT ADDRESS:	CITY:	STATE:	ZIP:
HOME PHONE:	CELL:	E-MAIL:	
POSITION APPLIED FOR?			
WAGE/SALARY DESIRED?		DATE AVAILABLE FOR WORK?	
AVAILABLE: <input type="checkbox"/> Days <input type="checkbox"/> Evenings <input type="checkbox"/> Nights		APPLYING FOR: <input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Temporary	
Will visa or immigration status prevent lawful employment? <input type="checkbox"/> Yes <input type="checkbox"/> No (Proof of right to work in the U.S. will be required if hired.)			
Are you 18 years or older? <input type="checkbox"/> Yes <input type="checkbox"/> No (If no, employment is subject to minimum legal age requirements.)			
Have you been convicted of a felony or released from prison within the past 10 years for an offense that may reasonably relate to the job duties of the position for which you are applying? (A conviction may not necessarily disqualify you from employment.) <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, please indicate the date and nature of the offense:			
Do you have a Non-Compete, Non-Disclosure, or other agreement that might restrict your employment with us? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Have you ever previously applied to or been employed by this company? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, when?			
How did you learn about this position opening?			
Were you known by any other name at any job or school listed on this application? What name(s)?			
At which school(s)/employer(s) were you known by this other name?			
EDUCATION			
	Name and Location of School	Years Completed	Did you graduate?
High School			
College			
Trade, Business, or			
Graduate school			
SKILLS			
<input type="checkbox"/> Typing ___ wpm <input type="checkbox"/> Ten-key <input type="checkbox"/> Reception: # incoming lines _____ <input type="checkbox"/> Supervision: years of experience _____			
Proficient at : <input type="checkbox"/> Excel <input type="checkbox"/> Word <input type="checkbox"/> Access <input type="checkbox"/> PowerPoint <input type="checkbox"/> Outlook <input type="checkbox"/> Other _____			
American Sign Language Skill Level _____			
Indicate other skills related to the position you are seeking: _____ _____ _____			
PROFESSIONAL REFERENCES			
Please list four persons, other than relatives, who we may contact about your professional work experience.			
Name	Years Known	Relationship	Telephone Number

EQUAL OPPORTUNITY EMPLOYER

EMPLOYMENT RECORD (INCOMPLETE APPLICATIONS CANNOT BE ACCEPTED)

Please list your employment history below beginning with the most recent employer, include U.S. military service.

If currently employed, may we contact your employer? Yes No

Employer _____ City/State _____ Telephone () _____
Job Title _____ Supervisor _____ Telephone () _____
Dates Employed: From _____ To _____ Reason for leaving _____ Wage/Salary _____
Duties _____

Employer _____ City/State _____ Telephone () _____
Job Title _____ Supervisor _____ Telephone () _____
Dates Employed: From _____ To _____ Reason for leaving _____ Wage/Salary _____
Duties _____

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Employer _____ City/State _____ Telephone () _____
Job Title _____ Supervisor _____ Telephone () _____
Dates Employed: From _____ To _____ Reason for leaving _____ Wage/Salary _____
Duties _____

I certify that the information given by me is true and complete to the best of my knowledge. I understand that if I am employed, the discovery that I gave false information during the application process may result in immediate dismissal.

I authorize the Company (Hearing, Speech, and Deaf Center) to which I am providing this application (HSDC) and/or PMSI to investigate all statements contained in this application and to request information about me from previous employers, educational institutions, and references. I expressly authorize my previous employers to provide information and opinions concerning my work and work habits. Further, I release all parties (including the Company and PMSI) and persons connected with any requests for information from all claims, liabilities, and damages for whatever reason, arising out of furnishing any information. If employed, I release HSDC from any liability for future references it may provide regarding my work history with the Company.

Due to the large number of applications that HSDC receives, I understand the Company cannot guarantee that my application will be considered for any or all open positions they may have or that my application will be considered for any specific time.

In the event of employment, I understand that I am required to abide by all current and subsequently issued rules and regulations of the Company and that my employment may be terminated, at any time, with or without notice, by either party.

Signature of Applicant

Date

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