

Kanuikapono Public Charter School • Job Description

Job Title:	Special Education Teacher (Self-Contained)		
Employment Type:	10-month	Division / Department:	Community Outreach & Student Support
JOG code:	50600	Reports to:	Academics Director
Collective Bargaining Unit:	05	FLSA Status:	Exempt
Pay Group / Salary Range:	Based on Qualifications	State Comparable:	3.505 Special Education Teacher I

Mākaukau: Required Skills, Qualifications, Experience & Education

- Possession of a bachelor's degree from an accredited four-year college or university.
- Possession of, or actively pursuing, a State of Hawaii Teachers Standards Board (HTSB) teaching license in SPED.
- Demonstrated knowledge of the characteristics, physical learning, and emotional problems of physically and mentally handicapped children, and understand their limitations and abilities, and be able to deal effectively with them, learn to work in a team approach to habilitation and rehabilitation, and use educational measurements.
- Ability to plan and conduct classroom activities as related to SPED.
- Subject matter knowledge, and the ability to assess student progress in it.
- Demonstrated awareness of educational programs, goals, functions and activities.
- Knowledge of and experience with student/classroom management techniques.
- Knowledge of common academic, social, and behavioral development.
- Knowledge of and experience with standards-based education implementation, and possess the ability to deconstruct standards in order to deliver and assess learning.
- Ability to read, write and understand oral and written English and/or Hawaiian.
- Successful completion of a mandatory background check.
- Basic understanding of the Hawaiian world view, values and practices.
- Familiarity with and an adherence to current best practices in the performance of one's responsibilities.

‘Ike Pili ‘Oihana: Preferred Skills, Qualifications, Experience & Education

- Possession of a bachelor's and/or master's degree from an accredited four-year college or university with a major in human behavior or SPED.
- At least 1 year of specialized, professional teaching experience independently teaching students with developmental disabilities, which included managing small groups of students

and providing individual instruction to students, and which must have involved the development and preparation of lesson plans and teaching units in the overall management of a classroom.

- Knowledge of and experience with differentiated learning and implementation.
- Knowledge of and experience with the State of Hawaii required common core standards.
- Experience with project- and/or place-based education.
- Experience with charter schools.
- Experience with Hawaiian-focused schools.
- Ability to work amicably with and relate to youth, their family, and fellow personnel.
- Deep understanding of the Hawaiian world view, values and practices.
- Conversational knowledge of Hawaiian language.

Kuleana: Role and Responsibilities

The kuleana of the Special Education Teacher is to perform, develop, advise on and/or manage professional services in the special education and training for children who have mild to moderate disabilities, handicaps or special needs, requiring the application of knowledge of the principles, practices and techniques of education or training. The students are educable and trainable K-12 children who may have physical, sensory or psychological handicaps. Their education and training are in accordance with national and State of Hawaii standards, the school's academic plan, mission and philosophy, and designed to help them grow in independence and maturation as well as to acquire functional, social and vocational skills. There is emphasis on academic accomplishment and intellectual growth to the maximum achievable for each assigned student; and knowledge and skills that are broad in their application, such as in the fundamental subjects of reading, writing, arithmetic and speech, are developed. The SPED teacher conducts their education and training activities in an assigned classroom, assists in overall classroom management with full accountability, and performs other duties as assigned.

Examples of Activities, Duties and Responsibilities

- Reviews medical, psychological and social work reports and determines education and training implications for assigned SPED students.
- Conducts special education learning situations, including excursions, and provides knowledge and develops fundamental skills and perceptions.
- Plans the sequence of learning activities and methods using a SPED teacher's manual, textbook, and other reference and resource materials to achieve national and State standards.
- Teaches and counsels SPED students, evaluates student progress and behavior, and determines need for review, remediation, progression, or modification of activities or methods.
- Develops schemes of work, lesson plans and tests in accordance with established procedures.
- Instructs and monitors students in the use of learning materials and equipment.
- Uses relevant technology to support and differentiate instruction.
- Manages student behavior in accordance with the rules and disciplinary systems of the school.
- Maintains accurate and complete records of students' progress and development.
- Participates in department, school, district and parent meetings.
- Communicates regularly with colleagues and parents regarding student progress and needs.
- Requisitions and provides students with a variety of learning materials and resources for use in educational activities that align with and enhance school-assigned curriculum.
- May supervise classroom assistants or probationary teachers as necessary.
- Assists with special school projects, functions and events.

‘Ano: Characteristics, Traits & Capabilities

- Ahonui: Patience, tolerance

- 'Eleu: Ability to train/teach
- 'Ike Pono: To feel, to understand
- Ko'iko'i: Passionate
- Maika'i: Practice wellness

'Imi Na'auao: Philosophy

The purpose of Kanuikapono Public Charter School is to manage and operate a culturally-based Hawaiian-focused charter school that is grounded in Hawaiian pedagogy and innovation with a commitment to Native education and community renewal for Anahola and its families. The mission of Kanuikapono PCS is to nurture lifelong learners able to embrace the world of our ancestors, 21st century skilled with aloha and respect for self, family, community and the environment. We envision a vibrant learning community grounded in Native education, academic rigor and community renewal. The traditions of aloha, kuleana and mālama 'āina are central to the philosophy of the school.

Kuana'ike: Perspective

The five most important Hawaiian concepts to incorporate into this job are:

- Aloha i ke Kula: Demonstrate a love for education
- Aloha Kekahi i Kekahi: Engage in care for one another
- Ho'omau: Persevere
- Mālama i kou Kuleana: To steward and care for your responsibilities
- 'Ohana: The school is a family and models respect and care in all we do with one another

Uku 'Oihana: Compensation (Wages & Benefits)

- Annualized Salary
- Sick and/or Vacation Leave
- Medical, Dental, Vision coverage available through EUTF
- Retirement available through ERS

Ho'ākaaka: Clarification

Possession of the required number of years of experience will not in itself be the accepted proof of qualification for the job. The applicant's overall experience must have been of such scope and level or responsibility as to conclusively demonstrate that applicant has the ability to perform the duties or the job for which applicant is being considered.

All requirements, responsibilities and compensation in this job description are within the confines of and in accordance with the appropriate collective bargaining agreement. Nothing in this document shall supersede the collective bargaining agreement or any supplemental agreements.

The roles and responsibilities, and any optional duties, in this job description may or may not be part of the given job. Job may not be assigned all of the duties listed, nor do the examples herein necessarily include all the duties that may be assigned. The omission of specific statements does not preclude management from assigning such duties if such duties are a logical assignment for the job.

Kanuikapono PCS is an equal opportunity employer as provided for by state and federal law.