

Resource Teacher, Department of Special Education

The Howard County Public School System (HCPSS) is one of the leading school systems in the state of Maryland and the nation. In alignment with our [*Strategic Call to Action*](#), our mission is to ensure academic success and social emotional well-being for our approximately 57,000 students in an inclusive and nurturing environment that closes opportunity gaps. To learn more about employment with HCPSS, please visit <https://www.hcpss.org/employment/>.

DESCRIPTION

Under the direction of the Instructional Facilitator for the Department of Special Education (DSE), the Resource Teacher provides support and guidance to teachers, administrators, families, curriculum staff, and DSE colleagues in the areas of specially designed instruction and special education compliance. In this role, the Resource Teacher assumes responsibilities or projects in alignment with DSE priorities.

This recruitment will seek to fill three positions in the following areas: DSE RT for elementary schools, DSE RT for instructional intervention with a focus on math, DSE RT for specialized/regional programs. Of these, one position is grant-funded for two years. Continuation of the grant-funded position beyond that time is contingent upon the appropriation of additional funds.

ESSENTIAL POSITION RESPONSIBILITIES

- Collaborates with school and centrally based staff to develop high quality evidence-based practices, behavior interventions and supports, and special education procedural safeguards. This could include but not be limited to observing students, attending IEP meetings, modeling lessons, designing model instructional materials, reviewing IEP documents, etc.
- Mentors and supports new teachers and instructional team leaders.
- Provides professional learning and/or other projects aligned with the department priorities.
- Communicating effectively across all stakeholders: students, families, staff, community (i.e., outside providers, parent advocacy groups, etc.).
- Facilitates problem solving based on collection and analysis of individual and school data.
- Interviews potential new special education candidates.
- Assists and/or supports the transition of students with disabilities between multiple levels or programs.
- Participates in the central education placement team process, state complaint investigations including subsequent follow-up or training aligned with findings.
- Leads with an inclusive mindset that fosters the awareness and acceptance of students with disabilities.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

MINIMUM QUALIFICATIONS

Applicants must meet all the following qualifications, listed below, to be considered for the vacancy.

Education:

- Bachelor's degree from an accredited college or university.

Certification:

- Hold a current Maryland State Department of Education (MSDE) professional certificate with a special education endorsement.

Experience:

- Three (3) years of experience as a Special Education teacher.
- One (1) year of leadership duties, responsibilities, experience, and/or roles.

PREFERRED QUALIFICATIONS

- Master's degree from an accredited college or university in education, special education, curriculum and instruction, administration and supervision, or a closely related field.
- One (1) year of experience designing and delivering professional learning opportunities (e.g., school and district wide).

SELECTION REQUIREMENTS

Applicants who meet the minimum qualifications will be included in further evaluation. The evaluation may be a rating of your application based upon your education, training, and experience as they relate to the requirements and preferred qualification of the position. Therefore, it is essential that you provide complete and accurate information on your application. Please report all related education, dates, and hours of work. Clearly indicate your college degree and major on your application, if applicable.

For education obtained outside the U.S., any job offer will be contingent on the candidate providing an evaluation for equivalency by a [foreign credential evaluation service](#) prior to starting employment (and may be requested prior to interview).

EMPLOYMENT INFORMATION

This is an 11-month per year position in the Howard County Educators Association (HCEA) employee bargaining unit. The current salary range for this position is on the [11-Month Teacher Salary Scale](#). Actual placement will be in accordance with the salary procedures of the Howard County Public School System and the HCEA Master Agreement which considers relevant prior experience. Under the Fair Labor Standards Act, this position is exempt from overtime.

APPLICATION REQUIREMENTS

Complete applications must be submitted by the closing date. Information submitted after this date will not be added. Incomplete applications will not be accepted. Resumes will not be accepted in lieu of a complete application.

Only applicants who submit all the requested information by the closing date of the vacancy will be considered for this position. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experience and education which most closely match the position qualifications and the needs of the school system.

Please note that a completed application includes:

- A complete application form that includes a listing of employment locations with dates of employment and names of direct supervisors.
- All supplemental materials (i.e.: resume, letter of introduction, transcripts, educator certificate) are required to verify that you meet the minimum qualifications.

For questions regarding this vacancy, please contact recruitmentinquiries@hcpss.org.

Equal Opportunity Employer

HCPSS celebrates diversity and is committed to creating an inclusive environment for all employees and applicants and prohibits discrimination, harassment, and retaliation of any kind. HCPSS is committed to the principle of equal employment opportunity for all employees in providing them with a work environment free of discrimination and harassment. All employment decisions at HCPSS are based on organizational needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, veteran status or present military service, family medical history or genetic information, family or parental status, or any other characteristic protected by federal, state or local laws.