

Facilitator, Regional Programs for Students with Emotional Disabilities

Grant-funded

The Howard County Public School System (HCPSS) is one of the leading school systems in Maryland and the nation. 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 Facilitators, Special Education, the Facilitator, Regional Programs for Students with Disabilities will provide direct instructional and technical support to school staff working with students with emotional disabilities and other related disorders. The Facilitator will support school staff in addressing student academic, social-emotional, behavioral, and mental health needs to improve academic achievement.

This position has an anticipated start date during the current school year. Applicants currently employed with another Maryland public school system are responsible for verifying their eligibility for release if selected for this non-supervisory position.

ESSENTIAL POSITION RESPONSIBILITIES

- Inspires the vision of the Howard County Public School System and supports the Department of Special Education's plans for continuous improvement.
- Supports the work of special education resource teachers and the behavior support team to improve outcomes for students with disabilities.
- Promotes inclusion of students with disabilities in general education classrooms.
- Identifies and develops resources needed to implement special education programs.
- Designs, facilitates, and evaluates professional learning sessions aligned with staff needs.
- Assists schools in data analysis to improve teaching and learning.
- Supports a continuum of services for students who have IEPs, specifically in programs for students who need specific methodology and/or other evidence-based practices such as direct instruction for students with extensive behavioral and social-emotional needs.
- Provides direct support to administrators and special education teams in a cluster of schools.
- Problem solves issues identified by staff and parents within assigned schools.
- Collaborates with other system personnel to increase student achievement.
- Engages in special education program development, improvement, and evaluation.
- Provides feedback to administrators and staff on implementing special education procedures and processes.
- Models appropriate planning, assessment, and instruction methodology for teachers and related-service providers.
- Collaborates parents, citizen groups, advocates, and attorneys on special education issues.
- Provides input to develop procedures to ensure compliance with local, state, and federal mandates.
- Serves on committees at the state and local levels as assigned.

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 in education from an accredited college or university.

Certification/Licensure

Priority will be given to applicants who:

- Hold a current Professional Maryland State Department of Education (MSDE) certificate/license with an endorsement in special education or a related area.

Applicants may be considered who:

- Hold a current Professional Maryland State Department of Education (MSDE) certificate/license and have completed all MSDE requirements for an endorsement in special education or a related area at the time of application.

OR

- Hold a current out-of-state educator certificate/license and are eligible for a Maryland State Department of Education Professional certificate/license for an endorsement in special education or a related area at the time of application.

Experience

- Three (3) years of experience in a special education self-contained setting such as a regional program.

PREFERRED QUALIFICATIONS

- Master's degree or certificate of advanced graduate studies in special education, curriculum and instruction, administration and supervision, or a closely related field.
- Holds, or is eligible for, a Maryland State Department of Education Professional certificate/license with the Administrator I endorsement.
- Experience working with students with disabilities and related needs at both the elementary and secondary levels.
- Experience using advanced databases and data analysis in special education.
- Three (3) years of experience designing and delivering professional learning at the school and district level.
- Three (3) years of experience working with students with various disabilities in both inclusive and self-contained classroom settings.
- Experience working as a disability specialist, Behavior Specialist, Board Certified Behavior Analyst and/or Registered Behavior Technician.
- Experience teaching at the college level and/or making contributions to relevant publications.

SELECTION REQUIREMENTS

Applicants who meet the minimum qualifications will be included in further evaluation. The evaluation may be a rating of your application based on your education, training, and experience as they relate to the requirements 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). HCPSS requires an official [evaluation of foreign credentials](#) to verify educational qualifications.

EMPLOYMENT INFORMATION

This is a 12-month per year position in the Howard County Education Association. **This position is grant-funded through September 30, 2026. Continuation of employment beyond that date will be contingent upon additional funding.** The current salary range for this position is Grade III on the [Other Certificated Staff salary scale](#). Actual step placement will be in accordance with the salary procedures of the Howard County Public School System. 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 completed 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 that 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/license) required to verify that you meet the minimum qualifications.

Out-of-state applicants are strongly encouraged to begin the [application process](#) for educator certification with the Maryland State Department of Education in addition to uploading all required certification materials to your HCPSS employment application.

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.