

Job Title: <i>Lead Teacher, Early Journeys in ASL Classroom, Family Infant and Toddler Room at the Hearing, Speech and Deaf Center</i>	FLSA Status: Exempt
Department: Education	Prepared Date: June 2020
Reports To: Preschool Director	Salary Range: \$40,000 - \$60,000 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 • 12 Paid holidays including 2 Personal days per year 	<p>Schedule: This is a 12-month position with 8 hour shifts and vacation and sick leave based on a 40-hour work week.</p> <p>Hiring Timeline: Ideally, candidate would be interviewed and hired in the spring of 2021 and begin work in July or August of 2021</p> <p>Hiring Priority will be given to Deaf and BIPOC candidates.</p>
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HSDC seeks passionate, reflective, collaborative, and inquisitive individuals dedicated to the field of Early Childhood Education. We are currently seeking full-time ASL fluent teachers for our mixed-age early childhood infant and toddler classroom: Early Journeys in ASL.

HSDC's Early Childhood Program Mission:

Equipping families to navigate their educational journey with confidence and joy.

HSDC'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 birth to six years, including young children who are deaf, hard of hearing, diversely abled and hearing ASL users.
- Engages in daily collaboration and reflection with families and staff; makes learning visible through documentation, publishing, and presenting to the community.
- 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.

POSITION RESPONSIBILITIES AND DUTIES

Our educators believe in striving for excellence in Early Childhood Bilingual Education. Teachers are seen as competent leaders in the school and are invited to participate in decision making, visioning, and the overall development of our school. Our teaching teams develop curriculum around the interests, inquiries, and identities of our children. Relationships are at the center of our community, and we seek individuals with the ability to partner with faculty, families, and HSDC colleagues to support the work of our school community.

- CURRICULUM DEVELOPMENT, STUDENT ASSESSMENT AND DOCUMENTATION (24%)
 - Plan play-based learning experiences and provocations for children that build on their interests, inquiries and identities
 - Use your understanding of child development to support children's growing independence and self-care
 - Observe and document children's learning and maintain child portfolios
- SUPERVISION OF STUDENTS AND IMPLEMENTATION OF CURRICULUM (50%)
 - Model emotional intelligence and respond to the social and emotional needs of children
 - Implement daily play-based learning experiences for children
- FAMILY SUPPORT AND ENGAGEMENT (15%)
 - Communicate daily with parents / caregivers and support their growth and learning
 - Make learning visible for families by sharing documentation and observations weekly
- COMMUNITY DEVELOPMENT & ENGAGEMENT: RECRUITMENT AND OUTREACH (1%)
 - Attend school functions and support the growth of the program
- PROFESSIONAL DEVELOPMENT & REFLECTIVE PRACTICE; COLLABORATION, EQUITY AND COMMUNITY-BUILDING (5%)
 - Attend staff meetings, trainings and school functions
 - Honor our language plan; model ASL and Cultural Competency

Job Description

- Work reflectively, cooperatively and professionally with staff members and parents
 - Work to enhance your own teaching practices
- HEALTH, SAFETY AND EMERGENCY PREPAREDNESS (5%)
 - Supervise the implementation of all licensing requirements
 - Observe our robust Health and Safety Plan, including wearing masks, maintaining cleaning protocols and distancing measures

QUALIFICATIONS AND REQUIREMENTS

- Be at least eighteen years old
- Have a high school diploma or equivalent
- Complete the applicable preservice requirements, pursuant to [WAC 110-300-0105](#).
 - TB Test and [required trainings](#)
- Have an ECE initial certificate or equivalent by August 1, 2026, or within five years of being hired.
- Ability to pass required background checks
- Enrollment in [MERIT](#) and passing completed Portable Background Check
- At start of contract we can guide you to obtain the [required trainings](#), and have all ECE certificates or equivalent qualifications approved and verified in the department's electronic workforce registry (MERIT). These include: Bloodborne Pathogens, CPR/First Aid, Food Handling, Child Care Basics, Child Abuse & Neglect

Skills and Experience

- Early Childhood Education experience, 2+ years
- Childcare Experience, 1+ years
- Native or near-native ASL expressive and receptive skills; ASLPI Level 4 or equivalent.

Values and Personal Attributes

- Respect for and engagement with Deaf culture
- Joy in working with children and families
- Keen interest and curiosity about the nature of learning and teaching
- Commitment to social justice and educational equity
- 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.
- 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 young children with a moderate noise level
- Coping with the demands and needs of small children



Hearing, Speech & Deaf Center

Job Description

- Moving quickly during evacuations or emergency situations.
- Playing outside every day with children in all weather conditions.
- Lifting, up to 40 pounds.
- Physical agility to bend, stoop, walk, reach overhead, push, pull, squat, kneel, crawl, twist and turn.

To Apply for this Position

Submit the following to HSDCeducation@hcdc.org:

- Completed Job application (<https://hcdc.org/wp-content/uploads/2020/06/HSDC-Education-Job-Application-FY20.pdf>)
- A 3-minute video clip in ASL introducing yourself, your background, and any other information you wish to share about yourself.
- Cover letter (cover letter may be in English or ASL)
- Resume
- Three current and signed letters of recommendation.

In your cover letter or in your video clip, answer the following question: “Our agency is actively engaged in dismantling racism and ableism. What do you see as your role in this work?”

Please note - in order to have your candidacy reviewed and be considered for this position:

- 1) All requested information must be submitted (resume, cover letter, application, video clip)
- 2) A MERIT background check through the Washington State Department of Children Youth and Families must be completed successfully: <https://apps.dcyf.wa.gov/merit>

You are welcome to submit additional materials such as lessons plans to support your application. This is not required

*We will follow up to schedule an interview with candidates whose qualifications best match our needs.

HSDC is an Equal Opportunity Employer