JOB DESCRIPTION

Position Title: Lead American Sign Language (ASL) Teacher
FLSA Classification: Exempt, Instructional Staff, 10-month
Reports To: High School Principal

Mission

The Howard School celebrates each student, transforming the learning experience and developing lifelong strengths.

Position Purpose

The Lead Teacher is responsible, in collaboration with the teaching team, for creating a vibrant, student-centered language rich environment that supports the learning and personal growth of each student. He or she must be skillful in establishing a strong relationship with students and creating learning opportunities that motivate and inspire students to develop all aspects of their profiles. The Howard School recognizes and celebrates learner passions and strengths, while also addressing their disabilities and weaknesses, and believes that learners are neither defined nor limited by labels. We seek an experienced educator to join an interdisciplinary team who is committed to interactive project-based learning, student self-knowledge and self-advocacy, collaboration, flexibility, and humor. They must possess the insight and skills to participate fully on a team which brings research-based expertise, depth of experience, and enthusiasm to a full and robust academic program that includes the arts, technology and athletics.

Teacher Characteristics

- Committed to best practices for the education of students with language learning differences and disabilities
- Committed to and skilled in differentiation
- Committed to designing and adapting instruction to meet a range of student learning needs and interests
- Committed to multidisciplinary instruction, encouraging students' creative expression, incorporating student interest and passions, and developing critical thinking

- Curious about the world of ideas across multiple disciplines, and excited to teach across different disciplines
- Highly collaborative and excited about generating curriculum and assessment ideas in a team setting
- Curious, creative, self-reflective, and willing to take initiative and run with new ideas

Essential Functions

• Design and deliver engaging, student-centered ASL instruction that aligns with school philosophy, incorporates the five Cs of world language learning, and meets the needs of diverse learners through individualized and small-group approaches.

• Foster student self-awareness and advocacy by helping students understand their learning profiles and develop the skills to communicate their needs effectively.

• Create real-world, experiential learning opportunities by extending ASL instruction beyond the classroom through community-based experiences and culturally relevant engagement.

• Collaborate actively with colleagues and support staff to plan, differentiate instruction, and ensure cohesive, student-centered programming across disciplines.

• Integrate instructional technology and inclusive practices while maintaining a safe, respectful, and affirming classroom environment grounded in positive relationships and non-discriminatory practices.

• Monitor, assess, and communicate student growth by maintaining accurate records, writing narrative reports, partnering with families, and supporting school-wide expectations for student development and accountability.

- Communicates regularly and thoroughly with parents or guardians through conferences and other means to discuss student progress
- Supervises and monitors students in class and during transitions so that students are safe physically and emotionally
- Models non discriminatory practices in all activities
- Performs other duties as assigned
- Regular and predictable attendance is an essential function of the job
- Teaches students ASL skills in a small group classroom setting
- Demonstrates understanding and application of the five Cs of foreign language instruction
- Designs and conducts staff development pertinent to the effective implementation of the ASL program
- Maintains and increases knowledge of trends in effective teaching of ASL

Qualifications

- Bachelor's degree required
- Valid teaching certificate with certification in American Sign Language or in an approved alternative certification program working toward ASL certification
- Advanced degree and 3-5 years of classroom experience in an independent school environment preferred
- Prefer bilingual ASL English, bicultural native or near-native ASL speaker
- Prefer animated speaker, possibly with theater experience
- Desire to plan and work collaboratively on a team essential
- Ideal candidates have the attributes of flexibility, humor, collaboration, creativity, and passion for emerging research and pedagogy
- Flexible teaching background and interest in teaching electives, coaching and/or advising clubs is a plus

Physical Requirements and Work Environment

- Must have the ability to sit and stand for extended periods of time; exhibit manual dexterity to enter data into a computer; to see and read a computer screen and printed material with or without vision aids; hear and understand speech at normal classroom levels, outdoors and on the telephone; speak in audible tones so that others may understand clearly in normal classrooms, outdoors and on the telephone; physical agility to lift up to 50 pounds; and to bend, stoop climb stairs and reach overhead.
- Work primarily in a traditional climate-controlled office environment.
- Work intermittently in outside weather conditions, including extreme heat and cold.
- Duties may be occasionally performed on field trips away from school. The noise level in the work environment is usually moderate.

Skills/Abilities

- Strong organizational and time management skills.
- Strong interpersonal skills working within a team-oriented structure.
- Ability to work both collaboratively and independently.
- Willingness, not only to support, but to actively engage in school values of (1) practicing kindness and respect (2) seeking a spirit of partnership (3) honoring one another's humanity and (4) celebrating our differences.

The Howard School is an equal opportunity employer that is committed to diversity and inclusion in the workplace. All applicants will be considered for employment without regard to race, color, creed, religion, sex, sexual orientation, gender identity, national origin, citizenship status, age, pregnancy, disability/handicap, genetic information, uniform service member status or any other protected status in accordance with applicable federal, state, and local laws, veteran or disability status.