



MONTANA SCHOOL *for the Deaf & the Blind*

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<< POSITION ANNOUNCEMENT >>

Para Educator for Students

Who We Are: Mission, Vision, and Beliefs

At the Montana School for the Deaf and the Blind (MSDB), we are more than an educational institution; we are a community dedicated to the success of every student.

- **Our Mission:** To foster the learning and growth of the whole-child with hearing and/or vision loss, preparing them to become successful citizens.
- **Our Vision:** To be Montana's leading resource for the stakeholders of MSDB by providing support and services that empower individuals to attain their highest potential.
- **Our Belief:** We believe all children are capable and confident. Through our Whole-Child Education Philosophy, students receive sensory-specific access to communication and curriculum in safe learning and living environments.

The Opportunity: Job Overview

The purpose of this job is to assist students in achieving their maximum potential by assisting instructors and administrators in carrying out individualized student programming, supporting curricular class work so students can meet state standards, supporting physical needs to allow for school participation while providing a safe and pleasant school environment where all of these goals can be achieved.

Core Impact Areas

- Provide classroom support with:
 - Content delivery: carry out teacher-created lesson plans with students in 1:1 or small group settings. Must be able to follow directions and reinforce instruction presented by the teacher.
 - Meeting individual students needs (after training): such as assisting with ankle and foot orthotics (AFOs), splints, and other adaptive aids; transfers and positioning; assisting with self-help items such as toileting, feeding and dressing, assisting with motor lab activities, job coaching, mainstream support/tutoring.
 - Technology: sets up/assists with specific student programs on computers, iPads, and other assistive devices.
 - Student Management: breakfast program, lunchroom duty, playground duty, bus duty, hall monitoring, escorting students to and from different areas on campus, ability to assist/support in classroom management.
 - Other duties may include Recordkeeping - helping with grading, maintaining datasheets, compiling data, taking attendance, etc.; cleaning classroom areas, laundry, dishes, decorating for events, etc.; and copying, enlarging, typing, recording, binding, organizing supplies, sorting/filing, etc.

- Maintains confidentiality and demonstrates good ethics in regards to student/staff interactions, work behaviors, and following school policies and procedures
- Develops and maintains professional relationships with teachers, support staff, administration, parents and students.
- Needs to have a positive and flexible attitude
- Must be flexible as daily schedules can change on quick notice.
- Participate in our employee sign program to increase sign language level as directed by board policy.
- Participate in MSDBs mentoring program for a minimum of the first two years of employment.
- Participate in professional development activities throughout the year as indicated by the principal.
- Participate in trainings that focus on educating students who are deaf or hard of hearing and/or have a visual impairment.
- Attend and participate in department meetings and any other meetings indicated by the principal.
- Other related duties as assigned.
- Detailed Job Description available upon request.

Who You Are (Qualifications)

Education & Experience:

- **Required:** High School Diploma or GED
- **Preferred:** College coursework and/or workshops in child development and educational methods and/or Para Educator is preferred.
- **Alternative Qualification:** MSDB will provide avenues for communication to occur. Must be able to communicate fluently with students needing sign language communication. Knowledge of first aid and CPR techniques and safety precautions is desirable.

Knowledge & Skills:

- **Communication:** Proficiency in American Sign Language (ASL) or a willingness to reach target proficiency levels to foster cooperative relationships with students and staff.
- **Leadership:** Ability to handle controversy objectively, manage a diverse team, and maintain effective relationships with families and stakeholders.

Why Join MSDB? (Benefits)

Work for the state you **Love to Live in**. Your paycheck is just part of a total compensation package that begins on your first day:

- **Health & Wellness:** Low-cost Medical, Dental, and Vision insurance; access to No-Cost health centers; and dedicated Wellness Programs.
- **Financial Security:** Retirement plan with employer contribution and Flexible Spending Accounts.
- **Work-Life Balance:** Generous vacation leave, sick days, and **one floating holiday** per year.

Working Conditions & Requirements

- **Schedule:** This role requires flexibility, including working evenings, weekends, some holidays, and being “on-call” to meet program needs.
- **Physical Demands:** Primarily sedentary to light physical activity; must be able to lift up to 50 lbs. occasionally and navigate a multi-level campus.
- **Compliance:** Must pass a fingerprint and background check. MSDB is a non-smoking environment.

State of Montana Position Specific Information

DEPARTMENT:	Education Department
JOB TITLE:	Para educator for Students
SUPERVISOR:	Principal
STARTING SALARY:	\$20.38 an hour
START DATE:	August 17, 2026
LOCATION OF JOB:	Great Falls Campus
STATUS:	Full-Time
POSITION NUMBER:	51303102
BARGAINING UNIT:	None
RETIREMENT SYSTEM:	Teachers Retirement System (TRS)
CLOSING DATE:	Until Filled

How to Apply

Application Portal: <https://statecareers.mt.gov>

Inquiries: Montana School for the Deaf and the Blind, 3911 Central Ave, Great Falls, MT 59405.

Phone: 406-771-6000

The Montana School for the Deaf and the Blind is an Affirmative Action/Equal Opportunity Employer (EOE).