



CASCADE COUNTY

Job Vacancy Announcement

Submit all application materials to:
Cascade County Human Resources Department
325 2nd Ave N #108
Great Falls, MT 59401

Applications available at the Cascade County Human Resources Dept., www.cascadecountymt.gov or Job Service.

Position: **Teacher**
Schedule: **Full-time with Benefits**
Department: **Juvenile Detention Center**

Salary: \$23.00 - \$28.00 per hour DOE
Monday-Thursday (187 days/year)
Closing Date: **Open Until Filled**

Education/Experience/Training:

- Graduation from a college or university of recognized standing with a Bachelor's Degree in Education and two (2) years of teaching experience required. Experience teaching in a detention setting preferred.
- Current Montana teaching license certified in relevant subject area.

Certifications required:

- CPR, First Aid and Non-Violent Crisis Intervention (CPI) Certification preferred or the ability to obtain certification provided by employer.

JOB SUMMARY

The Teacher at the Cascade County Juvenile Detention Center (Center) performs a variety of tasks related to curriculum and lesson plan development and provides teaching services to youth ages 10 through 17 who are in the Center. The Teacher identifies, recommends and develops general to specialized curriculum and related educational programs, develops lesson plans, tests, evaluation instruments and related items, researches, identifies and recommends books and related teaching materials, prepares and maintains a variety of reports, provides direct teaching and learning opportunities in an educational atmosphere where students will have the opportunity to overcome barriers, develop educational skills and fulfill their potential for academic growth and success, provides guidance to students on interpersonal social behaviors, anger management and conflict resolution, works with parents, representatives from other educational institutions and others regarding individual and/or collective student needs and maintains a cohesive school environment conducive to learning, classroom behavioral expectations and Center rules. The Teacher will perform the duties and responsibilities of this position in a secure detention facility and must be familiar with and abide by Center crisis intervention, safety and security rules, policies, procedures, methods and techniques.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES

Provide an educational atmosphere where students will have the opportunity to fulfill their potential for intellectual, emotional, physical and psychological growth; organize and implement an instructional program that will result in students achieving academic success; work closely with the Great Falls Public School teacher to implement the education program and report students work (units/credits) to the appropriate teacher(s) at Paris Gibson Alternative Education Center; ensure district daily/weekly lesson plans are implemented and organize classroom activities; provide instruction that will range from the traditional classroom model to new and innovative models that use experiential or authentic learning opportunities as a basis; identify, select and modify instructional resources to meet the needs of the students with varying backgrounds, learning styles and specialized academic needs; provide individual guidance to students based on grade level, classroom assignments and level of academic skills, which is accomplished through written and oral communication as well as overall observation and supervision of the students; implement and provide positive instructional activities that contribute to a climate where students are encouraged to be actively engaged in meaningful learning experiences; provide instructional input through lectures and discussions; provide guidance to youth on interpersonal social behaviors, anger management and conflict resolution; enforce rules/discipline in the classroom and provide crisis intervention as needed; prepare accurate progress reports reflective of actual student achievement, behavior and progress; gather statistical information for Title I reports; maintain efficient record keeping, attendance records and track the progress of individual students on graded assignments and report to their respective school district for credit; model professional and ethical standards when interacting with students, parents, peers and the community; ensure that student growth and achievement is continuous and appropriate for age group and subject area; establish and maintain cooperative working relationships with staff, administration, students, parents and surrounding schools the youth have attended to ensure they are up to date with what their home districts are instructing; evaluate student progress through the administration of a variety of testing tools and daily assignments; demonstrate gains in student performance and meet professional obligations through efficient work habits such as meeting deadlines and honoring schedules; prepare and submit requests for supplies, materials and equipment for approval; participate in professional education and training opportunities to maintain current licensure and teaching practices; maintain strict standards of confidentiality; maintain appropriate interaction with youth offenders using professional boundaries and proper and sound judgement; work closely with detention staff to ensure proper count of pens/pencils, etc. so they are not potentially used as contraband; perform other duties as required or assigned.

Knowledge and understanding of: Adolescent behaviors and behavior modification techniques and cultural sensitivity when interacting with a highly diverse population, how to work with students in a distance learning environment, center philosophy, mission, policies and procedures, safety and security principles of detention,

CPR/First Aid, communicable disease and blood borne pathogens, emergency response procedures, suicide prevention, Prison Rape Elimination Act (PREA), youth counseling, chemical dependency, the dynamics of abuse and neglect and the grief-loss cycle, key, tool and utensil control, professional boundaries.

Skills in: Records management, multi-tasking and time management, de-escalation of youth through verbal communication, effective and professional interpersonal and communication skills, working with individuals in a culturally sensitive, non-judgmental, respectful and professional manner, Microsoft Word, Excel, Power Point, Outlook and Internet/web-based programs.

Ability to: Accept responsibility and be self-motivated and demonstrate a strong work ethic to achieve academic goals, proficiently operate a computer to complete required job duties, use logical and creative thought processes to develop solutions according to written specifications and/or oral instructions, work effectively with high-risk and potentially dangerous youth, communicate in a professional and effective manner with others both orally and in writing, work independently and as a team member, interact with the public or other employees in a professional, respectful and courteous manner, exercise sound judgment and decision-making skills within established policies and procedures, observe work hours and demonstrate punctuality, deal with conflict in a professional and appropriate manner, resolve interpersonal conflict in a straightforward and timely manner and set priorities, persuade youth to work for positive behavior changes, display sound judgment under stressful situations.

The successful applicant shall serve a 6-month probationary period and will have a criminal background check conducted. The results thereof may disqualify the applicant from consideration for employment with the County.

Notice to Applicants: Applicants who are claiming Veteran's or Handicap Preference must provide a DD-214 Discharge Document (Part 4) or DPHHS Handicap Certification and Employment Preference Form with their application for employment so Cascade County may apply the preference during the selection process.

Cascade County makes reasonable accommodations for any known disability that may interfere with the applicant's ability to compete in the recruitment and selection process or an employee's ability to perform the essential duties of the job. For Cascade County to consider such arrangements, the applicants must make known any needed accommodations.

CASCADE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER