



POSITION VACANCY
TEACHER OF STUDENTS WITH COGNITIVE IMPAIRMENTS
Grades 4-6

SUMMARY:

Join the GOISD team and make a difference! The GOISD seeks a passionate, dedicated teacher to support elementary school students with moderate cognitive impairments. In this role, you'll create meaningful, tailored learning experiences to help students build literacy, math, social interaction, daily living, leisure education, and communication skills. This is a rewarding opportunity to empower students, foster independence, and help them reach their full potential in both classroom and community settings.

QUALIFICATIONS:

- Bachelor's Degree with Special Education endorsement.
- Preferred: One year of teaching experience with students with cognitive impairments.
- Valid Michigan Teaching Certificate and compliance with R340.1786 or recommendation for full approval in special education from an accredited institution.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Conduct [Case Manager](#) duties for students with disabilities: develop PLAAFP statements based on collected data, draft measurable goals, objectives, and supplementary aids/services, and adhere to IEP timelines.
- Prepare, schedule, and facilitate IEP meetings.
- Write, implement, and monitor IEPs.
- Complete and mail quarterly progress reports for IEP goals.
- Maintain records for IEPs, attendance, classroom inventory, and behavioral data.
- Document school-based health services billing when needed.
- Keep accurate attendance and report daily as directed.
- Collaborate with staff, families, and ancillary personnel.
- Provide direction and supervision for paraprofessionals.
- Supervise instruction and activities of assigned students, ensuring medical needs are met.
- Implement supplementary aids, positive behavior support, health plans, approved curriculum, and individual IEPs.
- Evaluate and monitor student growth, developing targeted interventions and transition activities for post-secondary preparation.
- Administer state assessments and adhere to standard procedures.
- Plan and arrange classroom activities and field trips.
- Support and implement IDEA, MARSE, district policies, regulations, and procedures.
- Complete all forms and reports on time (e.g., Emergency Use of Seclusion/Physical Restraint).
- Adhere to the GOISD Code of Ethics and be a positive role model.
- Follow Michigan Law and Policy regarding the use of Emergency Seclusion and Restraint.
- Use communication tools (e.g., radios, panic buttons) for staff and student safety.



SKILLS, KNOWLEDGE, AND ABILITIES:

- Conduct Functional Behavior Assessments (FBA) and implement Behavior Intervention Plans (BIP).
- Safely lift and position students as directed by PT/OT staff; ability to lift/carry up to 50 pounds and navigate stairs.
- Utilize adaptive technology and augmentative communication devices.
- Implement differentiated instruction, PBIS, and individualized programming.
- Integrate technology into the curriculum.
- Resolve relational conflicts using restorative practices.
- Maintain certification in de-escalation and non-violent crisis intervention training.
- Maintain confidentiality and professionalism.
- Establish and maintain effective relationships with students, peers, and parents.
- Apply current research and theory to instructional programs.
- Plan lessons based on student IEP objectives and needs.
- Work independently and as part of a collaborative team.
- Adapt to new approaches and pursue professional growth opportunities.
- Conduct scheduled parent-teacher conferences.
- Attend meetings outside regular working hours as needed.
- Stay informed on state and federal special education regulations.
- Prioritize and manage multiple tasks efficiently.

ADDITIONAL QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below represent the knowledge, skills, and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Maintain certification requirements
- Adhere to and follow GOISD policies and procedures
- Other duties as assigned by the Supervisor
- Ability to work effectively and courteously with staff, students, parents, vendors, and the general public
- Ability to prioritize and manage multiple tasks efficiently; possesses strong organizational skills.
- Ability to work in a team setting
- Ability to work independently on assigned tasks as well as accept direction on given assignments
- Excellent oral and written communication skills
- Ability to assume responsibility for confidential information
- Such alternatives to the above qualifications as the Supervisor may find appropriate and acceptable



PHYSICAL REQUIREMENTS:

The physical demands described here represent those that an employee must meet to perform the essential functions of this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions.

- While performing the duties of this job, the employee is continuously required to stand and talk or hear.
- Frequently, the employee will walk while performing the duties of this job.
- Occasionally, the employee will sit.
- The employee will frequently stoop or kneel and repeat the same hand, arm, or finger motion.
- Specific vision abilities this job requires include close vision, such as reading handwritten or typed material, and the ability to adjust focus.

LANGUAGE SKILLS:

- Ability to read, analyze, and interpret general business protocols, professional journals, technical procedures, or governmental regulations
- Ability to write reports, business correspondence, and procedure manuals
- Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public

MATHEMATICAL SKILLS:

- Ability to work with fundamental mathematical concepts associated with the position
- Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations

WORK ENVIRONMENT:

The work environment characteristics described here represent those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- The noise level in the environment is usually moderate.
- The employee shall remain free of any alcohol or controlled substance in the workplace throughout employment in the district.

TRAVEL REQUIREMENTS:

Locally and Regionally

REPORTS TO:

Director of Special Education

Compensation:

Per the terms of the GOEA/GOISD Master Agreement

Posting Date:

October 29, 2025

Start Date:

November 10th, 2025



Application Process:

Interested individuals should submit materials, including, at a minimum, a resume, three letters of recommendation, or a list of references, copies of transcripts, and professional licenses to

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Shelby Walters
Executive Assistant to the Superintendent
200 South Elm Street
PO Box 20
Ewen, MI 49925
Electronic submissions can be emailed to: swalters@goisd.org

Application Deadline: Until filled