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## COME WORK (*AND PLAY*) IN BIG SKY COUNTRY! AT THE MONTANA SCHOOL FOR THE DEAF AND THE BLIND

**DEPARTMENT:** Outreach  
**POSITION TITLE:** Deaf Mentor  
**SUPERVISOR:** Outreach Consultant / Outreach Director  
**STARTING SALARY:** determined by contract  
**BENEFITS:** None  
**JOB LOCATION:** Statewide  
**STATUS:** on - call  
**SUPPLEMENT REQUIRED:** No  
**POSITION NUMBER:** 51398301  
**BARGAINING UNIT:** None  
**CLOSING DATE:** on-going recruitment

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### PROGRAM OVERVIEW:

The Deaf Mentor Program assists families in implementing bilingual/bicultural home-based programming for children who are deaf, hard of hearing or deafblind. The Deaf Mentor will assist families in increasing their ability to successfully communicate with their deaf child through the use of American Sign Language (ASL). Children of hearing parents are usually exposed to an English-only approach and to the hearing culture of their parents and family members. The Deaf Mentor program offers families the option of a Deaf Mentor (deaf adult) who makes visits to their home or interacts through distance technology, interacts with the child using ASL, shows family members the dynamics of ASL, and helps the family understand and appreciate deafness and Deaf Culture in an easy to learn approach. The Mentor works with the child directly to model language and differing ways to communicate while being a role model for the child. Families already receiving Family Advising services for birth to school age can continue with that program in addition to having a Deaf Mentor. The Deaf Mentor uses a specific Curriculum Manual provide by MSDB and purchased through HOPE Inc. Deaf Mentors will work directly with the MSDB Outreach Consultants to support the child to learn both ASL and English.

### TYPICAL DUTIES:

A Deaf Mentor's duties include but are not limited to:

- Attending a two day Deaf Mentor Training from Utah State University on the campus of the Montana School for the Deaf and the Blind (MSDB).
- Assists the Consultant in caring out a specific plan to educate the family on ASL and Deaf Culture.
- Works with Outreach Consultant to understand the developed plan with goals, frequency and budget to meet the needs of the child for the current school year.

- Participates in activities within the home to educate family members on ASL and Deaf Culture using the [HOPE Inc.](#) materials.
- Interact with child using ASL with activities and materials appropriate to the child's age and development.
- Provide exposure to and information regarding the local Deaf community and Deaf Culture.
- Travel to the home of families located in your region of the state (could be up to 100 miles)
- Maintain records and reports for MSDB (i.e. lesson plans, time and expense reports, evaluation documentation, etc) and submit report via email weekly to Outreach Consultant and Outreach Director.
- Alert the Consultant to any concerns or special information about an individual child.
- Keeps children safe by reporting concerns to the Consultant immediately after any concerning events.
- Follow verbal and written instructions from the Parent, Outreach Consultant and Outreach Director.
- Maintain confidentiality.
- Ability to interact with and develop rapport with a variety of families and professionals in a positive, unbiased, non-judgmental manner.
- Ability to be unbiased, open-minded and supportive of family decisions with their communication choices.
- Ability and access to appropriate computer technology, including internet access to complete and submit all necessary paperwork and reports to supervisor.
- Other duties/tasks as assigned to meet the Deaf Mentor Goals.

#### **QUALIFICATIONS:**

Bachelor Degree in social work, psychology, counseling, early childhood education or related human services field preferred. High School Graduate or GED required. Experience with students who are deaf, hard of hearing or deafblind. Considerable knowledge of child development, ASL, Deaf Culture are required. Play activities, first aid techniques and safety precautions preferred. Must be able to get along with a variety of personalities, be pleasant and courteous. Must have a positive attitude and a serious amount of self discipline. Must be able to work effectively without supervision. Must be reliable and dependable at all times.

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**ACCOMMODATIONS:** The State of Montana and the Montana School for the Deaf and the Blind makes reasonable accommodations for any known disability that may interfere with an applicant's ability to compete in the recruitment and selection process. For the school to consider any such accommodations, the applicant must notify the school in writing of any needed accommodation by the application deadline.

**IMMIGRATION REFORM AND CONTROL ACT:** In accordance with the Immigration Reform and Control Act, the person selected must produce within three (3) days of hire, documentation that he/she is authorized to work in the United States. Examples of such documentation include a birth certificate or social security card along with a driver's license or other picture I.D., a United States passport or a green card.

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**ADDITIONAL REQUIREMENTS:** MSDB is a non-smoking environment extending to the entire campus: there are no authorized smoking areas and smoke breaks are not given. All successful candidates must submit to a background check, which includes a criminal record review, and must not possess any felony or DUI convictions. It is the policy of the Board that any finalist for hire shall submit to a finger-print based national criminal history background check conducted by the FBI prior to recommendation for hire. Additionally, an "Applicant Release Form" must be completed and signed as part of the application.

This position will require interactions with staff who may have very different and very strong beliefs about the best ways to educate students who are deaf and hard of hearing. The person in this position must be open-minded and respectful regarding different educational philosophies. This position requires a large amount of time engaging in signing which has been known to lead to repetitive motion injuries such as carpal tunnel.

The work performed in a typical home setting involves mostly sedentary to light physical activity, typically requiring occasional exertion of up to 20 lbs. of force and walking or standing to a significant degree. The employee may need to climb stairs, bend, stoop, reach, and handle objects. The employee may occasionally lift and/or move up to 50 lbs.

**APPLICATION AND SELECTION PROCESS:** Selection procedures to be used in evaluating applicant's qualifications include an evaluation of the Montana State Application form, structured interview, and reference checks. Incomplete or unsigned application forms may not be considered.

**INQUIRIES:** **Montana School for the Deaf and the Blind**  
**3911 Central Ave**  
**Great Falls, MT 59405**  
**406-771-6000**

**APPLICATION:** <https://statecareers.mt.gov>

#### **An Affirmative Action/Equal Opportunity Employer**

The Montana School for the Deaf and the Blind is an Affirmative Action/Equal Opportunity Employer (EOE). MSDB will not discriminate in its educational programs, activities, or employment practices, based on race, color, national origin, sex, pregnancy, childbirth or medical conditions related to pregnancy or childbirth, disability, age, political or religious affiliation or ideas, culture, creed, ancestry, social origin or condition, genetic information, sexual orientation, gender identity or expression, military service or veteran status, marital status. Announcement of this policy is in accordance with state and federal laws, including Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990. Employees and participants who have an inquiry or complaint of harassment or discrimination, or who need information about accommodations for persons with disabilities, should contact the Affirmative Action Officer, Montana School for the Deaf and the Blind, 3911 Central Avenue, Great Falls, Montana 59405. Phone (406) 771-6000