



Come Work (*and Play*) in Big Sky Country! at the Montana School for the Deaf and the Blind

DEPARTMENT: Education

POSITION TITLE: Interpreter for Students who are Deaf or Hard of Hearing

STARTING SALARY: \$14,652 (noncertified) \$15,771 (RID or K-12 certified)

Dependent on education and years of experience and pro-rated for part-time employment

BENEFITS: Full Insurance Package

JOB LOCATION: Montana School for the Deaf and the Blind

STATUS: Permanent, Part-time

SUPPLEMENT REQUIRED: No

POSITION NUMBER: 51398300

BARGAINING UNIT: MEA/MFT

CLOSING DATE: Open until filled

TYPICAL DUTIES:

To facilitate communication providing students who are deaf/hard of hearing students with appropriate access to classroom instruction and communication with all school staff and students in the mainstream setting so they have an equitable opportunity for academic and social learning. To assist students in the development of self advocacy and self sufficiency through the independent use of the interpreter.

- Develops and maintains professional relationships with teachers, support staff, administration, parents and students
- Utilizes a “triangle model” of service (providing more support for younger or inexperienced interpreter users than those with experience)
- Monitors the deaf and hard of hearing student for “back-channeling” or feedback indicating they understand the interpretation and make adjusts if student is struggling
- Prepared for assignments; understands the content of the curriculum/lessons and materials
- Interprets all instruction related communication including non-captioned videos and discussions
- Participates in team-interpreting in heavy lecture classes
- Travels between MSDB and public schools
- Interprets MSDB staff meetings, IEP meetings, workshops and conferences
- Tutor students when requested
- Maintains confidentiality and demonstrates good ethics in regards to student/staff interactions
- Complies with MSDB policies and procedures
- Attends professional development opportunities
- Achieves a 3.5 or higher on the EIPA

QUALIFICATIONS:

High school graduation and one year experience working with deaf/hard of hearing students and/or adults in a situation that requires use of expressive and receptive sign language skills, or the equivalent combination of education and experience. Graduate of an Interpreter Training Program will be given preference. The Candidate must pass a pre-hire screening of Educational Interpreter Performance Assessment (EIPA) at a skill level of INTERMEDIATE PLUS or an EIPA score of 3.5 or more – in accordance with educational interpreter standard set forth by ARM 10.55.718

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.

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 possess a Montana Drivers License; 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 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. As there is travel between schools in Great Falls, the candidate should be able to travel independently. Some schools are large and have more than one floor so climbing stairs, bending, stooping, and other physical activities will occur.

All employees hired after July 1, 2012 must be evaluated through the Sign Language Proficiency Interview (SLPI: ASL). For interpreters, entry level is Intermediate Plus and the target level is Advanced. All new employees are expected to achieve the target Skill Level Standard for their assigned position within three (3) years from their date of hire. In addition, an Interpreter must obtain a 3.5 or better rating on the EIPA within three years of hire date or be subject to termination.

PROBATIONARY PERIOD: All employees shall serve a probationary period of one year (see A.R.M. Section 2.21.3808(2)). Policy 5123

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