

Date Posted: 12/18/2018

***An Equal Opportunity Employer***

*We consider applicants for all positions without regard to race, color, national origin, age, religion, sex, marital status, veteran or military status, disability, or any other legally protected status.*

**Position Title:** Panola County Shared Services Special Education Director  
**Location:** CISD  
**Salary Range:** CISD Salary Schedule  
**Job Goal:** Direct and manage the shared services districts' special education programs. Ensure that services are provided for special needs students and individualized education plans are provided to meet the needs of all students. Warrant compliance with all state, federal, and local requirements.

**Position Requirement:** Masters / Valid Texas teaching certificate

**Experience:** Preferred

**Reports to:** PCSSA Superintendents / Federal Programs Director

**Application Procedures:**

District Employees: Submit letter requesting transfer/reassignment if lateral move / Submit updated application if higher position sought  
Outside Applicants: Send cover letter, district application (found online at [www.carthageisd.org](http://www.carthageisd.org)), resume, all transcripts, and a copy of credentials to:

Donna Porter, Ed.D., Assistant Superintendent  
#1 Bulldog Drive  
Carthage, TX 75633

Phone: (903) 693-3806  
Fax: (903) 693-2511  
E-Mail: [dporter@carthageisd.org](mailto:dporter@carthageisd.org)

**Application Deadline:** Open until filled

**HR Services**

**Job Title:** Panola County Shared Services Director of Special Education

**Reports to:** Superintendents in PCSSA / Federal Programs Director

**Dept./School:** Special Education

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### **Primary Purpose:**

Direct and manage the shared services districts' special education programs. Ensure that services are provided for special needs students and individualized education plans are provided to meet the needs of all students. Warrant compliance with all state, federal, and local requirements.

### **Qualifications:**

#### **Education/Certification:**

Master's degree / teaching certification

#### **Special Knowledge/Skills:**

Knowledge of federal and state special education law

Understanding of the individual needs of special needs students

Ability to communicate with all levels of special needs students and their parents

Ability to implement policy and procedures

Ability to interpret data

Ability to manage budget and personnel

Strong organizational, communication, and interpersonal skills

### **Major Responsibilities and Duties for Each PCSSA Districts**

#### **Instructional and Program Management**

1. Oversee the development and delivery of special education curriculum and instructional programs that incorporate district goals and support student achievement. Ensure that curriculum renewal is continuous and responsive to student needs.
2. Develop and implement an effective special education referral process and ensure that student assessments and recommendations regarding placement and program management for individual students are completed in a timely manner.
3. Monitor the admission, review, and dismissal (ARD) process districtwide. Participate in committee meetings as needed to ensure that students are placed appropriately and development of individual education plans for students are consistent with district procedures. Ensure that student progress is evaluated on a systematic basis.
4. Obtain and use evaluative findings (including student achievement data) to gauge special education program effectiveness. Make changes when warranted.
5. Ensure that the necessary time, resources, materials, and technology to support accomplish educational goals are available. Encourage and support the development of innovative instructional programs.
6. Direct transition services for special education students entering and exiting public school programs.

7. Take an active role in the formulating and implementing contracts for special education students receiving services outside of the district.

### **Student Management**

8. Demonstrate support for the district's student management policies and expected student behavior related to special education program.

### **Policy, Reports, and Law**

9. Implement the policies established by federal and state law, State Board of Education rule, and local board policy in area of special education. Recommend sound policies and procedures to improve program.
10. Compile, maintain, and file all reports, records, and other documents required.

### **Budget and Inventory**

11. Develop and administer the special education budget based on documented needs and ensure that operations are cost effective and funds are managed wisely.
12. Maintain a current inventory of supplies and equipment and recommend the replacement and disposal of equipment when necessary.

### **Personnel Management**

13. Prepare, review, and revise job descriptions in special education department as needed.
14. Select, train, supervise, and evaluate staff and make recommendations relative to assignment, retention, discipline, and dismissal.

### **Communication and Community Relations**

15. Establish and maintain a professional relationship and open communication with principals, teachers, staff, parents, and community members.
16. Serve as district liaison to community agencies providing services to students and notify parents and students of available services.
17. Articulate the district's mission and goals in the area of special education to the community and solicit its support in realizing the mission.
18. Demonstrate awareness of district-community needs and initiate activities to meet those needs.
19. Use appropriate and effective techniques to encourage community and parent involvement.

### **Supervisory Responsibilities:**

Supervise, evaluate, and recommend the hiring and firing of special education support staff.\*

**Mental Demands/Physical Demands/Environmental Factors:**

**Tools/Equipment Used:** Standard office equipment including personal computer and peripherals

**Posture:** Prolonged sitting; occasional bending/stooping, pushing/pulling, twisting

**Motion:** Repetitive hand motions, frequent keyboarding and use of mouse

**Lifting:** Occasional light lifting and carrying (under 15 pounds)

**Environment:** Frequent districtwide travel; occasional statewide travel

**Mental Demands:** Work with frequent interruptions; maintain emotional control under stress

*\*To meet the executive exemption test, the primary duty must be management **and** the employee must supervise at least two full-time employees.*

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This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Reviewed by \_\_\_\_\_ Date \_\_\_\_\_

Received by \_\_\_\_\_ Date \_\_\_\_\_