

# Lummi Nation School

Educational Excellence for the Future



2334 Lummi View Drive / Bellingham, WA 98226

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*'Working together as one to Preserve, Promote and Protect our Sche Lang en'*

## **JOB ANNOUNCEMENT**

**JOB TITLE:** Student Support Teacher

**OPEN:** March 20, 2025

**EXEMPT:** Yes

**SALARY:** Education LNS Salary Scale

**SHIFT:** Day

**LOCATION:** Lummi Nation School

**DURATION:** 12 Month School Year Contract

**CLOSES:** April 3, 2025

**JOB CODE:**

**DIVISION:** Education

**DEPARTMENT:** Lummi Nation School

**SUPERVISOR:** Student Intervention Director

**VACANCIES:** 2

**JOB SUMMARY:** The Student Support Teacher plays a crucial role in supporting the educational objectives of LNS by working closely with individual students or small groups within the In-School opportunity room. This position focuses on facilitating behavioral improvement and academic engagement, ensuring that students receive the necessary guidance and support to succeed. Additionally, the Student Support Teacher will perform other duties as the principal assigns, contributing to fostering a positive and conducive learning environment.

**ESSENTIAL JOB DUTIES AND RESPONSIBILITIES** - and other job-related duties as assigned.

1. Oversee and manage the In-School Suspension program at the direction of the Student Intervention Director, ensuring a structured and supportive student environment.
2. Establish and enforce clear behavioral expectations and boundaries for student conduct, promoting a respectful and conducive learning atmosphere.
3. Collaborate with classroom teachers, administration, and Lummi Nation Schools (LNS) staff to implement, monitor, and assess behavior management systems under the direction of the Student Intervention Director.
4. Implement restorative practices to reengage and readmit students back into the classroom setting, ensuring that both students and teachers have clear expectations and follow-through procedures.
5. Assess and document student behavior in the In-School Suspension setting, providing scores and feedback to support behavioral improvement.
6. Ensure students remain isolated from external influences during their In-School Suspension period to facilitate focus on personal accountability and behavioral reflection.
7. Provide and disseminate instructional materials as the classroom instructor directs, ensuring students have access to necessary resources for their assignments.
8. As appropriate, offer support and assistance to students with their academic assignments, fostering a positive learning experience.
9. Regularly maintain the teaching area and educational materials to create an organized and effective learning space.
10. Attend and participate in training workshops and professional development opportunities as required to enhance skills and knowledge relevant to the position.
11. Engage actively in faculty and staff meetings, contributing to discussions regarding student welfare and participating in multidisciplinary staffing with counselors and educators.

12. Uphold the highest standards of ethical behavior and confidentiality concerning student information in alignment with the expectations of a fully licensed educator.
13. Fulfill duties related to the security of Lummi Nation Schools, ensuring a safe and secure environment for all students and staff.
14. Participate in professional development programs sponsored by the Lummi Education
15. Teach emotional awareness and coping strategies to support emotional regulation.
16. Encourage problem-solving and promote self-regulation among students.
17. Model healthy emotional regulation practices.
18. Provide instruction in social skills development.
19. Oversee conflict resolution using restorative justice and trauma-informed strategies.
20. Support behavior management through reflections and focused consequences.
21. Develop and implement Tier 2-3 MTSS/SIT team behavior plans.
22. Document student behaviors using the SWIS system.
23. Department and undertake other related responsibilities as assigned by supervisory personnel.

#### **KNOWLEDGE, ABILITIES AND SKILLS:**

- Possesses strong leadership abilities and personal drive to effect positive change within the school environment.
- Ability to utilize complex problem-solving skills to creatively and effectively address behavioral issues and challenges.
- Formal or informal educational experiences with behavioral modification programs, or a willingness to undergo training in these methods, are essential.
- Must possess relevant and effective verbal and written communication skills, ensuring clarity in interactions with students, staff, and parents.
- Strong organizational skills are necessary to maintain effective departmental relations and manage multiple responsibilities.
- Prior experience or related knowledge of behavioral modification programs is *preferred*, equipping the candidate with practical insights into effective practices.
- Excellent foundational skills in language and mathematics are preferred, supporting the educational needs of students.
- Demonstrated ability to work effectively with Native American students and youth, understanding and respecting cultural backgrounds and experiences.
- Ability to work independently, prioritize tasks, and manage time effectively to meet the needs of students and the educational environment.
- Skill in interpreting and applying relevant rules and regulations, ensuring compliance, and maintaining a safe and supportive school atmosphere.
- Flexibility to adapt to changing circumstances and student needs, employing various strategies to support diverse learners.
- Ability to collaborate effectively with teachers, counselors, and other staff members to foster a cohesive approach to student support.

#### **MINIMUM QUALIFICATIONS:**

- Bachelor's degree in education or a related field
- Valid K-8 or 9-12 Teaching Certification
- 1 year of successful teaching experience in a K-12 setting
- 1 year experience with implementation of SEL Strategies into educational program
- Completion of training in Resilience Centered Informed Instruction *or willing to complete* in first 90 days of employment
- 1 year experience working with Students in extreme emotional distress
- Lummi/Native American/Veteran preference policy applies.

**REQUIREMENTS:**

- Must pass pre-employment and random drug and alcohol tests to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol-Free Workplace Policy.
- This position requires regular contact with or control over Indian Children and is, therefore, subject to an extensive Criminal Background Check and CAMIS Check with Washington State Patrol and Federal Bureau of Investigation fingerprint Clearance.
- Must provide verification of employment from other districts/schools.
- Must provide grade transcripts.
- Experience working within the Lummi Community with high-risk youth and families in supplying community support services/referrals; preferred
- Must be able to adhere to strict attendance expectations of the Lummi Nation School.

**TERMS OF EMPLOYMENT:**

- All elements of this job description apply.
- Academic School Year (12-month Contract).
- Salary depends on qualification.
- 90 Day Orientation Applies.

**EVALUATION**

- Performance of this job will be evaluated in accordance with provisions of policy on Evaluation of Professional Personnel.

**TO APPLY:**

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail [libchr@lummi-nsn.gov](mailto:libchr@lummi-nsn.gov) For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.