Lummi Nation School

Educational Excellence for the Future

2334 Lummi View Drive / Bellingham, WA 98226 Phone (360) 758-4300 LNS HR (360) 758-4349

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

JOB ANNOUNCEMENT
JOB TITLE: Special Education Resource Room Teacher

OPEN: December 9, 2025
EXEMPT: Yes
SALARY GRADE: Education Salary Scale
SHIFT: Day
LOCATION: Lummi Nation School
DURATION: 12 Month School Year Contract

CLOSES: Until Filled
JOB CODE:
DIVISION: Education
DEPARTMENT:
SUPERVISOR: K-12 Principal
VACANCIES: 1

JOB SUMMARY: Lummi Nation School is seeking a Special Education Resource Room Teacher who has a deep understanding of the unique needs of students with disabilities. The ideal candidate must have a passion for making a positive impact on the lives of students with special needs and a commitment to ensuring student individual needs are met.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other job-related duties as assigned.

1. Develop and implement Individualized Education Plans (IEP's)for students with special needs
2. Provide support and instruction to students in a resource setting
3. Collaborate with general education teachers to integrate students with special needs into the general education classrooms.
4. Provide or supervise personal care to include diapering and other essential needs such as medical care and feeding students as needed.
5. Provide individual and small group instruction to support student learning
6. Manage student behavior in accordance with adopted school policy
7. Collaborate with general education classroom teachers and other educational professionals to coordinate student services
8. Plan and use appropriate instructional and learning strategies, activities, materials, and equipment that reflect understanding of learning styles and needs of students
9. Conduct ongoing assessments of student progress and achievement through formal and informal testing
10. Participate in IRP meetings and multidisciplinary team discussions to provide input on student goals, accommodations and transition planning
11. Implement and monitor Behavior Intervention Plans (BIP's) and apply positive behavior interventions as needed
12. Maintain and ensure compliance with all documents
13. Establish and maintain open lines of communication with parents
14. Create a classroom environment conducive to learning and appropriate for the physical, social, and emotional development of students
15. Take all necessary and reasonable precautions to protect students, equipment, materials and facilities
16. Develop and implement instructional materials and strategies to meet the diverse needs of students
17. Ensure students are provided exposure to school-wide adopted grade level curriculum while ensuring appropriate accommodations and modifications are applied

MINIMUM QUALIFICATIONS:

- Bachelor's degree in Education or higher- or ability to obtain in first 90 days of employment.
- Valid WA State teaching certification with an endorsement in Special Education- or ability to obtain in first 90 days of employment.
- One (1) year experience working with children with disabilities
- Possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Excellent classroom management skills
- Strong organizational and planning skills
- Knowledge of current trends and best practices in special education
- Must have strong behavior management and intervention strategies
- Excellent interpersonal and communication skills
- Ability to communicate effectively with parents and colleagues to keep them informed of student progress or concerns
- Ability to create engaging differentiated and interactive lesson plans
- Knowledge of child development, learning needs, and effective instructional strategies
- Ability to work cooperatively with colleagues, families, and support staff to support student success
- Ability to work with students with a variety of learning disabilities and behaviors
- Ability to think creatively and outside the box to support student success
- Knowledge & skill to work with assistive technology and student accommodations.
- Knowledge of Positive Behavior Interventions and Supports (PBIS) and behavior management strategies, including writing and implementing BIP's

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test 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.
- Experience working within the Lummi Community with high-risk youth and families in supplying community support services/referrals; *preferred*
- Complete or attend training in First Aid, CPR and Mandatory reporting.
- Must provide verification of employment from other districts/schools.
- Must provide official grade transcripts.
- Legally eligible to work in the United States.
- Ability to adhere to strict attendance expectations of the Lummi Nation School.
- Contract hours which are 7:00 to 3:30 for 7-12 staff and 8:00 to 4:30 for K-6 staff
- Community events - participation is required
- MTSS model for services
- Follow all school policies and procedures
- Participate in the school improvement process, committees, SIP Plan, staff meetings, Professional Development, etc.

TERMS OF EMPLOYMENT:

- All elements of this job description apply.
- Academic School Year (12 month contracted Employee Certified Position)
- Salary depends on qualifications.

- 90 Day Probationary Evaluation Period Applies.

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 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.