



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

JOB ANNOUNCEMENT

JOB TITLE: Special Education (SpEd) Autism Teacher

OPEN: October 8, 2026

EXEMPT: Yes

SALARY: Education Salary Scale

SHIFT: Day

LOCATION: Lummi Nation School

DURATION: 12 Month School Year Contract

CLOSES: October 16, 2026

JOB CODE:

DIVISION: Education

DEPARTMENT: LNS/SpEd

SUPERVISOR: Special Education Director

VACANCIES: 1

JOB SUMMARY: The SpEd Autism Teacher provides direct services, behavioral assessment, consultation, and intervention support for students with Autism Spectrum Disorder (ASD) as well as students presenting with co-occurring neurodevelopmental profiles including AuHD (Autism + ADHD profiles). The SpEd Autism Teacher collaborates with educators, families, administrators, and community partners to improve student outcomes through evidence-based practices, culturally responsive services, and individualized support. The SpEd Autism Teacher conducts behavior assessments, develops intervention plans, provides direct intervention services, assists with special education evaluations, supports Individualized Education Program (IEP) teams, and delivers training and coaching to school staff. The position promotes inclusive educational opportunities while honoring the cultural values, traditions, and educational goals of the Lummi Nation.

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

1. Assessment, IEP Development, and Progress Monitoring
 - Evaluate student needs and monitor progress toward IEP goals through ongoing assessment and data collection.
 - Prepare progress reports and other required documentation related to student performance and services.
 - Monitor student performance data and adjust instructional and behavioral interventions as appropriate.
 - Maintain student service logs
 - Prepare for and conduct IEP meetings and participate in evaluation meetings, IEP meetings, and department-related meetings.
2. Behavioral Support and Consultation
 - Conduct or participate in behavioral assessments, including Functional Behavioral Assessments (FBAs), as appropriate.
 - Develop, implement, and monitor behavior intervention and positive behavior support plans.
 - Analyze academic and behavioral data to identify student needs and determine appropriate interventions.
 - Provide consultation and coaching to staff regarding autism, behavior supports, communication strategies, and evidence-based interventions.
 - Support consistent implementation of behavioral and instructional strategies across educational settings.
3. Staff Collaboration and Professional Development
 - Provide training, coaching, and technical assistance to educational staff on autism, behavior support, communication, and evidence-based instructional practices.

- Assist in developing school- or agency-wide systems, resources, and practices that support students with autism and related disabilities.
 - Attend school-sponsored family nights, parent-teacher conferences, in-service activities, and professional development programs sponsored by the Lummi Education Department.
 - Maintain current knowledge of research, regulations, evidence-based practices, and emerging approaches related to autism and special education.
4. Documentation, Compliance, and Communication
- Maintain accurate and timely student records and documentation in NASIS and other required systems.
 - Document student and family contacts in accordance with department requirements.
 - Maintain confidentiality and comply with applicable special education laws, regulations, procedural safeguards, and professional standards.
 - Communicate effectively with students, families, staff, and community members regarding student needs, progress, and educational programming.
 - Perform other related duties as assigned.

MINIMUM QUALIFICATIONS:

- Valid Washington State teaching certificate with Special Education Endorsement or ability to obtain in the first 90 days of employment.
- Bachelor's degree or higher. - or ability to obtain in the first 90 days of employment
- One (1) year of experience working with students with Autism Spectrum Disorder and/or developmental disabilities.
- Must possess a valid Washington State Driver's License and eligibility for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

PREFERRED QUALIFICATIONS:

- Board Certified Behavior Analyst (BCBA) certification.
- Washington State ESA School Behavior Analyst credential.
- Three (3) or more years of experience supporting students with autism.
- Experience working within Tribal schools, Native American communities, or culturally diverse educational settings.
- Experience provide staff training and professional development.
- Knowledge of trauma-informed and culturally responsive practices.

KNOWLEDGE, ABILITIES AND SKILLS:

- Characteristics of Autism Spectrum Disorder and developmental disabilities.
- Evidence-based practices for autism intervention.
- Functional Behavioral Assessment and Behavior Intervention Planning.
- Positive Behavioral Interventions and Supports (PBIS).
- Applied Behavior Analysis principles.
- Special education laws, regulations, and procedural safeguards.
- Child and adolescent development.
- Trauma-informed educational practices.
- Culturally responsive educational approaches.
- Ability to develop IEPs, analyze data and identify appropriate IEP goals.
- Data collection, analysis, and progress monitoring methods.

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.
- 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 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.