

APPENDIX A: Analysis of Sample BC School District Employment Postings (2014–18)

Criteria	#1	#2	#3	#4	#5
Year	2014	2014	2017	2017	2018
BC Region	Lower Mainland/urban	Lower Mainland/urban	Lower Mainland/urban	Lower Mainland/urban	Rural
Position title	Hearing Resource Teacher—Deaf and Hard of Hearing	Teacher of the Deaf and Hard of Hearing	Hearing Resource Teacher	Teacher of the Deaf and Hard of Hearing	Teacher of the Hard of Hearing
FTE	0.6 with “potential for a full-time 1.0. . . in the near future”	Not specified.	“Up to 1.0”	<ul style="list-style-type: none"> Part/full-time: 0.6 for 2017–18 with 0.4 TOC option; 1.0 as of Sept 2018 	1.0
Temp/Cont.	Not indicated	Temporary	Temp (6 months)	Continuing	Continuing
Qualifications (specific / required)	<ul style="list-style-type: none"> Bachelor or Education degree Master’s or diploma in education of DHH or certification by CAEDHH 	<p>Minimum:</p> <ul style="list-style-type: none"> valid BC Teaching Certificate. a Diploma in Deaf Education. minimum of two years satisfactory teaching experience. <p>Preferred:</p> <ul style="list-style-type: none"> satisfactory experience as a Teacher of the Hearing Impaired. satisfactory teaching experience in special settings. a Master’s Degree in Deaf Education. 	<ul style="list-style-type: none"> A Master’s degree in the education of the deaf and hard of hearing. Experience/training in teaching students who are deaf and/or hard of hearing and may have had cochlear implants. Ability to participate in assessments of designated students and to set up and implement modified or adapted programs for students with hearing loss. Ability and experience in creating extensive individualized education plans (IEP’s) for students with hearing loss. Skill in developing instructional and behavioural strategies to assist classroom teachers. Knowledge of sign language required. Possession of a BC Teaching Certificate. Membership in the BC Teacher Regulation Branch. 	<ul style="list-style-type: none"> Certified by the Ministry of Education (Teacher Regulation Branch). A diploma in Deaf Education or a Master’s Degree in Deaf Education. Certified or be eligible for certification by the Canadian Association of Educators of the Deaf and Hard of Hearing (CAEDHH). Demonstrated successful and current teaching experience working with students who have hearing losses and cochlear implants. 	<ul style="list-style-type: none"> Hold or is eligible for a BC Teaching Certificate. Have a university teaching major, or its equivalent, directly related to the teaching position. Additional qualifications as appropriate for specialist positions. Have successful teaching experience at the appropriate school level and teaching subject area(s). Have commitment to and capacity for collaboration to meet the needs of all students. Have a strong repertoire of assessment and instructional practices and approaches to meet diverse learning needs. Have demonstrated effective communication with students, colleagues and parents. Have excellent interpersonal skills. Have a knowledge of and a willingness to work with current technology.

Criteria	#1	#2	#3	#4	#5
Year	2014	2014	2017	2017	2018
Responsibilities	<p>“support students who are DHH and provide them with the best possible learning experience”</p>	<ul style="list-style-type: none"> • Participate as members of a collaborative team and consult with school-based, District, and outside agency personnel to assist with the integration into regular or special classes of learners with identified significant hearing impairments. • Interpret the learner’s hearing loss and its implications. • Assess the level of support required. • Co-ordinate and prepare Individual Education Plans (IEP’s). • Co-ordinate hearing assessments, hearing aid repair, PERCHI referrals, etc. • Provide curriculum-based instructional support through language development. • Activities for learners requiring direct service. • Participate in the yearly placement review process. • Identify and order materials and equipment through the Special Education Resource Centre and Boundary Health Speech and Hearing Services. • Monitor learner use of hearing aids, FM systems/ other auditory equipment • Provide the classroom teacher with information regarding the role of teacher assistants. • Provide or arrange professional development/in-service surrounding hearing and hearing impairment for learners, teachers, and paraprofessionals. • Provide consultation for parents of hearing impaired learners. • Model and provide information regarding inclusive practices. 		<ul style="list-style-type: none"> • Provide direct or consultative services to support deaf and hard of hearing students’ development of speech, language, cognition, audition, advocacy, and social and academic development, including directly teaching students with a hearing loss, assessing the need for and troubleshooting equipment, and providing initial and ongoing support in the development and implementation of IEPs. • Liaise with, advise, and in-service school staff and parents on educational needs related to students with a hearing loss regarding alternate teaching/ classroom management strategies, language development, acoustics, amplifications, and assistive listening devices. • Provide habilitation services to students with cochlear implants. 	