Early Intervention Special Education Teacher

Program: Pediatric Therapy

Hourly/Salary: $72k - $92k Annual

Reports To: VP Of Pediatrics

Effective Day: 11/3/2026

ABOUT STRIVE NORTHWEST

Strive Northwest is a nonprofit that has been serving some of Clark County's most vulnerable populations since 1963. Our programs serve children and adults with disabilities, low-income children, adults, families, and the general public.

CORE VALUES

We're all in

We show up, work hard, and take personal responsibility in everything we do. We have the courage to say and do the difficult things. All while staying true to our word and kind to ourselves.

We go beyond

We're passionate about posing boundaries and respectfully challenging assumptions. We're flexible and willing to take risks. Together we'll do more than anyone though possible.

We build community

We embrace our differences and welcome one and all in a safe, trusting place. We're inclusive in our relationships. We build connections that make our community stronger.

MISSION

We deliver innovative programs that give opportunities for children and adults in our community to become more self-reliant through therapeutic, educational, and employment services.

LEADERSHIP PHILOSOPHY

Leaders at Strive Northwest inspire enthusiasm and accountability that drive our mission. Leaders build engagement and communicate honestly and openly. By rallying everyone around our shared vision, Leaders model and expect the best from individuals and teams.

AAP/EEO STATEMENT

Strive Northwest provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Strive NORTHWEST

Early Intervention Special Education Teacher

SUMMARY

To implement Early Intervention (EI) services to meet the developmental needs of children birth to three who are identified as having a developmental delay or diagnosed condition. Early Intervention Specialists provide strategies and supports to families, conduct evaluations, and provide individualized services addressing functional goals in a natural environment through a team approach. Early Intervention Specialists also serve as Family Resources Coordinators (FRC),

SUPERVISORY RESPONSIBILITY

Possible supervision of an intern or student teacher

COMPETENCIES

- Strong Communicator
- Client- and Family-Centered
- Professionalism and demonstrated knowledge of ethical conduct
- Strong Problem Solving and Analysis
- Demonstrated knowledge of child development

ESSENTIAL FUNCTIONS

- Provide EI special instruction and activities for families with infants and toddlers (birth to three) with a variety of developmental delays and disabilities in home, daycare, and community settings.
- Engage children in individualized, age-appropriate, and positive-play interactions as outlined by Early Intervention IFSP, physician referral, and evaluation outcomes.
- Conduct standardized assessment and evaluations in all areas of development for children referred to early intervention.
- Develop measurable, attainable, and functional goals and educational activities that align with family priorities and child's present levels of development.
- Complete accurate and on-time IFSP reporting activities for caseload as required
- Compile data using the state data management system (DMS); submit required forms, evaluations, and data reports to meet ESIT program standards.
- Actively coordinate/contribute to the development and implementation of a child's IFSP with the multi-disciplinary team.
- Facilitate collaboration and communication between professionals and parents to best support the child.
- Establish and maintain regular, clear, and mutually respectful contact with client families, physician, educators, and key partners regarding child's progress throughout treatment.
- Assist families to identify strengths, needs, goals, to assist their child with special needs; provide strategies for parent to support their child's progress.
- Provide support, information and training to community, staff, and families, individually and in group or team settings.
- Develop individualized and team materials for implementation of early intervention services.
- Maintain compliance with all program and state requirements for all written documentation including, but not limited to, chart notes, evaluations and assessments, and client/family contact logs.

WORK ENVIRONMENT

Indoor clinic setting with ambient room temperature; lighting; moderate noise typical of children's activities and communication; equipment traditional of an office or therapy clinic setting.

POSITION TYPE & EXPECTED HOURS

Non-exempt. At least 30 hours/week. Extended or flexible hours as necessary.

TRAVEL

Weekly use of personal vehicle for services delivered throughout Clark County, Washington

PHYSICAL DEMANDS

While performing the duties of this job, the employee will frequently be required to stand; walk; bend, sit; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; talk and hear. During preschool activities, the employee will frequently need to perform activities on or the near the floor so will occasionally be on their knees or in a floor sitting position. The employee must occasionally lift up to 25 pounds and move up to 40 pounds. Specific vision abilities required by the job include,

OTHER DUTIES

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for their job. Duties, responsibilities, and activities may change at any time with or without notice.

REQUIRED EDUCATION, CERTIFICATION(S), & EXPERIENCE

- Teaching license in the State of Washington covering early childhood with a special education endorsement
- Bachelor's degree in education w/special training in special education and/or early childhood development
- Experience with early intervention services
- Practicum and/or experience with children with physical disabilities or developmental delays
- Knowledge of community resources for families
- Proficient in Microsoft office skills
- Current first aid and CPR, including infants and young children, or ability to obtain
- Current driver's license with proof of current auto insurance in state of residency
- Vehicle in excellent running condition with all safety restraints in working order
- Proficient in the English language
- Proficient verbal and written skills
- Must pass a criminal history background check

SIGNATURES:

Manager_____

Date_____

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee_____

Date_____