

The Institute for Effective Education
Qualifications for a Counselor, Speech/Language Therapist, and Occupational Therapist Position

You are welcome to file an application for employment as a Counselor, Speech/Language Therapist, or Occupational Therapist in one of TIEE's schools. In order to be hired, you will also have to pass an interview as well as the items below that evaluate whether you are qualified for the position.

You must pass a TB test.

You must undergo an FBI fingerprint test as a criminal background check if that has not already been performed.

You must undergo a brief physical exam by our health provider.

You must have a valid license or registration to practice in California.

Your vision must be adequate to supervise students up 30 feet away and read text printed in 24-point font.

Your hearing must be adequate to converse with a student up to six feet away while nearby students engage in a lesson requiring vocal responses.

You must speak loud enough to instruct students who are up to 30 feet away, and must shout loud enough to obtain staff assistance from 200 feet.

You must be physically fit so as to perform the following job functions:

- i. carry instructional materials, not exceeding 15 lbs., up to 75 feet and place the materials on a table;
- ii. reposition a chair while seated in it to establish proper orientation to a table and reposition the chair to stand up;
- iii. rest on knees for 10 minutes, stand, and walk comfortably; and
- iv. stand from sitting and run for 30 feet to catch a young child.

You must display competence in the field in which you intend to practice.

You must display self-control necessary to continue the following:

- (a) instruction in the presence of a student who is noncompliant and verbalizes offensive language, and
- (b) a meeting involving one or more adults when one of the other participants behaves offensively.

You must be able to modify your facial expression, voice, posture, movement as necessary in conducting instruction.

On request and in the presence of a supervisor, you must be able to imitate another individual who is performing a therapeutically relevant task.

You must be able to modify immediately your own ongoing behavior as directed by a supervisor.

You must be willing to be audio taped, video taped, and/or photographed while performing assigned duties without noticeable deterioration in the level of performance.

You must type at least 30 words per minute and perform standard computer functions, including navigating with a mouse, clicking and double-clicking to activate applications, and so on.

You must be able to provide favorable and unfavorable feedback to an adult concerning that adult's performance in a teaching task as appropriate.

You must display a commitment to research-validated educational and therapy practices, including learning about such practices, if necessary, and, when relevant to your instructional duties, learn how to implement them.