



**ADULT DETENTION CENTER and YOUTH JUSTICE CENTER**  
125 River Ridge Circle • P.O. Box 6010 • Choctaw, Mississippi 39350 Phone  
(601) 663-7903 • Fax (601) 663-7908/7696

**JOB ANNOUNCEMENT #146086**

**JOB TITLE:** Teacher, Educational Specialist  
**SALARY:** Negotiable  
**OPENING DATE:** **JANUARY 21, 2026**  
**CLOSING DATE:** **FEBRUARY 04, 2026 OR UNTIL FILLED**  
**SUPERVISOR:** Detention Director  
**JOB LOCATION:** Justice Complex – Choctaw Detention Center  
**TYPE OF EMPLOYMENT:** Regular Full-time

**SCOPE OF SERVICE AND EFFECT:**

The Special Education Teacher facilitates learning in accordance with the provisions of each student's Individualized Education Plan (IEP). The term student in this job announcement refers to a youth or inmate in the Choctaw Detention Center. The teacher is responsible for working cooperatively with Choctaw Detention Center staff and the student's home school to make sure that all program goals and objectives are implemented in an effective manner.

**RESPONSIBILITIES AND DUTIES:**

Responsibilities and duties of this position include:

1. Instruct students.
2. Create a classroom environment that is conducive to learning and appropriate to the maturity and interest of the students.
3. Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.
4. Create a school and classroom environment that reflects the culture of the Choctaw

People.

5. Implement by instruction and action the system's philosophy of detention, education and instructional goals and objectives.
6. Strive for excellence in education standards and demonstrate high expectations for students' academic progress.
7. Prepare for classes assigned and show written evidence of preparation.
8. Obtain and use information about the needs and progress of individual students.
9. Obtain and use information about the effectiveness of instructional methods, making revisions as needed.
10. Organize instructions to take into account individual differences among students and specific goals listed on individualized education plans.
11. Demonstrate enthusiasms for teaching and learning and the subject(s) being taught.
12. Use a variety of instructional techniques, strategies, and media related to the lesson.
13. Integrate Choctaw specific content into subject matter instruction.
14. Demonstrate ability to work with individuals, small groups, and large groups.
15. Demonstrate ability to work with an instructional aide and maintain effective working relationships with regular classroom teachers.
16. Reinforce and encourage student involvement in instruction.
17. Help students develop positive self-concepts.
18. Assist in the administration in the implementation of all policy and procedures governing student life and conduct; for the classroom, develop reasonable rules and behavior and maintain order in a fair and just manner.
19. Maintain accurate, complete and correct Choctaw Detention Center policy and procedures.
20. Remain knowledgeable of developments in the field by reading current literature attending professional association meetings and conferences, and discuss developments and problems of mutual interest with others in the field.
21. Participate in staff development activities as required by supervisor and Choctaw Detention Center policy and procedures.
22. Attend staff meetings and serve on committees as required.

23. Demonstrate sensitivity to the Choctaw community by participating in community functions.
24. Make provisions for being available to students and parents for education-related purposes outside the instructional day when necessary and under reasonable terms.
25. Establish an open line of communication with students, parents, and colleagues concerning both academic and behavioral progress of all students.
26. Use acceptable written and oral expression in all communications with educators, students and parents.
27. Establish and maintain cooperative professional relations with others.
28. Develops forms that are unique to the Choctaw Detention Center educational area in a format consistent with those of the Choctaw Detention Center.
29. Participates in training consistent with standards and policy and procedures.
30. Adheres to Adult Detention Center and Juvenile Detention Center policy and procedures.
31. Contributes to the overall security of the Choctaw Detention Center.
32. Participates in accreditation process of any of the Choctaw Detention Center components and will remedy issues identified as not being compliant.
33. Maximize the delivery of educational services within the Choctaw Detention Center. Teacher will assist in seeking funds for the Choctaw Detention Center educational program.
34. Perform other duties as assigned.

#### **WORK ENVIRONMENT:**

The applicant is regularly subject to physical hazards and dangerous conditions of a detention center. Due to the potential for uncontrollable situations there is a level of risk for hazard and stressful working conditions. The duties of this position require frequent direct contact with individuals in detention suspected or convicted of offenses against the criminal laws of the United States or the Tribe.

#### **PHYSICAL DEMANDS:**

1. Must be able to work some night and weekends.
2. Must be able to interact in a professional manner in stressful situations.
3. Must be in good physical condition.

4. May be required to sit, stand, or walk for long periods of time.
5. Must have acceptable eyesight and not be color blind.
6. Must have full use of both arms, hands, and fingers to perform computer duties.

**QUALIFICATIONS:**

The minimum qualifications for the position of Teacher are:

1. Must have a current educator license to practice as a teacher in Mississippi.
2. Bachelor's Degree, Master's Degree preferred, in education, social work, behavioral science, psychology, criminal justice or related field.
3. At least two years of work experience providing educational services.
4. Ability to work in a rural school system with bilingual students.
5. Excellent communication skills and an academic record that can withstand critical review.
6. Must demonstrate an interest in current correctional educational standards as well as keeping up with developments in the educational field.
7. Must have a demonstrated understanding of the security issues surrounding student education in a detention setting.
8. Must be able to compose and type reports.
9. Must be accessible to the Choctaw Detention Center staff.
10. Demonstrated ability and command of the English language; preference for bilingualism in the Choctaw and English language.
11. Strong analytical skills; ability to initiate work and follow through to completion on time and accurately.
12. Applicant must be able to meet and deal with a wide range of people in stressful situations.
13. Ability to problem-solve and make good independent decisions.
14. Must possess reliable transportation, valid driver's license, and liability insurance.
15. Applicant must have and maintain their own telephone.
16. Good overall educational skills, ability to work productively and effectively, ability to

function well as a member of a multi-disciplinary team, and ability to represent program well in interactions with others inside and outside the Juvenile Detention Center.

17. Highly stable character with proven ability to maintain strict standards of behavior and confidentiality.
18. Must present an appropriate professional appearance.
19. Must be able to obtain and maintain first aid and CPR certifications.
20. Applicant must be in good physical/mental health and must pass a physical examination at time of employment.
21. Applicant may be required to take and pass a placement test prior to employment.
22. Applicant must pass a personal background investigation to determine that they are of good moral character, that they are honest, reliable, loyal, and above reproach. The background investigation includes all activities required by federal and tribal policy to make sure the applicant is appropriate to work in a position of trust with students.
23. Applicants selected for this Tribal position will be required to submit to a background inspection and urinalysis to screen for illegal drug use prior to appointment. This position is subject to random drug testing.
24. Applicants must acknowledge and agree to maintain a Drug-Free and tobacco-free workplace.
25. Ability to pass a criminal background check.
26. In accordance with BIA policy,  
The sponsoring agency must certify the applicant has received a satisfactory background clearance and is suitable for a law enforcement position according to 25 CFR Indian Child protection and Family Violence Prevention of 1990, 25 U.S.C. Sec. 3207, Crime Control Act of 1990, 42 U.S.C. 13041, Gun Control Act, as amended, 18 U.S.C. 922 (g) and Security requirements for a law enforcement position. All background investigations must be adjudicated and Suitability determinations based on 5 CFR 731.105 (competitive service) and 441 DM 5.5 (excepted service).  
  
Applicant must not have plead guilty or been convicted of a felony offense, in any Tribal, State or Federal court. Deferred sentence or expungement of conviction are disqualifying factors.  
  
Applicant must not have plead guilty or been convicted of a misdemeanor offense, including but not limited to: Domestic Violence, Assault, and Driving Under the Influence (DUI) offence within the last three years, or the offence of moral turpitude, including but not limited to (Depravity, Dishonesty, Perjury) in any Tribal, State, or Federal court.
27. Preferential treatment will be extended to qualified Indian applicants.

**NOTE: The Administrative Personnel Policy & Procedures of the Mississippi Band of Choctaw Indians, Native American Preference, Section II (A), have been revised and approved, as follows:**

Further bolstering this Native American preference to promote employment of MBCI members, it is the policy of MBCI to employ persons(s) who are not members of MBCI only when to qualified member of MBCI, who has applied for the position, can be trained up upgraded to fill a given job vacancy within a reasonable period of time at a reasonable cost, and then only when a Waiver of Native American Preference has been secured from the Committee on Human Resources, Training and Development on a case-by-case basis.

The authority to waive Native American Preference laws can only be exercised by the Committee on Human Resources, Training and Development. The Committee will exercise its discretion to do so only when a motion is made by a committee member to support such waiver and the committee determines by reviewing the facts and appropriate written documentation that a waiver is justified. A waiver to allow the employment of a person who is not a member of MBCI, or to employ a person who is Native American outside the order of preference set forth in this Policy, can be made by the Committee only for as long as the person who is granted the waiver remains in the position for which the waiver was granted. That waiver does not apply to other openings which the person who is granted the waiver may request a promotion or transfer for or apply for. The Committee only has the right to approve or disapprove a waiver that has been requested by Executive Branch supervisors, and has no right to direct, demand, or coerce any executive Branch supervisor or personnel that any specific applicant other than the one for which waiver is sought, be employed. Supervisors who do not follow the Native American Preference Policy are subject to disciplinary action up to termination.

**IF INTERESTED, SEND APPLICATION TO:**

Mississippi Band of Choctaw Indians  
Human Resources  
P.O. Box 6033, Choctaw Branch  
Choctaw, MS 39350