

# Goochland

## COUNTY PUBLIC SCHOOLS

Position	Academic Interventionist
Type	Part Time (20 hours/week)
Work Schedule	178 days (10-month)
Salary Range	\$29,942 - \$41,327.81

### Essential Duties and Responsibilities

The academic interventionist plays a key role in ensuring every student meets or exceeds grade level expectations in reading and math. The academic interventionist supports students performing below grade level in reading and/or math by providing direct instruction in small group and one-on-one settings. While the academic interventionist will work in tandem with students' classroom teachers, lesson design and delivery for direct intervention instruction is the responsibility of the academic interventionist. The academic interventionist monitors student progress, collects associated data, and communicates both to the academic team, including caregivers.

### Qualifications and Education

Candidates must hold a bachelor's degree and have experience working successfully with elementary-age students. Candidates with postgraduate professional licenses in elementary education and/or content specific area (i.e. reading specialist or math specialist) are preferred. Candidates with a master's degree are preferred.

### Performance Expectations

The academic interventionist will:

- Design and deliver direct instruction in the areas of literacy and math using research-based practices and methodologies, including small group and one-on-one support
- Effectively communicate with school personnel and families
- Monitor progress and collect associated data
- Differentiate instruction based on assessment data and individual progress
- Work with the school leadership team to guide and monitor the progress of each child
- Participate in team reviews concerning academic progress for students

- Share student progress data with applicable teachers and school leadership
- Provide an atmosphere and environment conducive to the intellectual, physical, social and emotional development of each student to ensure success
- Administer informal and formal assessments
- Evaluate and assess student progress against instructional objectives
- Manage classroom organization
- Work cooperatively with the school leadership and staff
- Continue his/her own professional learning
- Assist in upholding school expectations, administrative regulations, and School Board policy
- Participates in faculty and/or department meetings as directed by the principal
- Performs other duties as assigned

**Evaluation**

Performance of this job will be evaluated in accordance with school board policy and administrative regulations on evaluation of licensed personnel.

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### **Statement of Core Requirements and Compliance**

Goochland County Public Schools is dedicated to ensuring that every staff member is positioned for success through a clear understanding of their role's functional requirements. The following addendum outlines the essential physical, mental, and environmental demands inherent to this position. This information serves as a standard for evaluating workplace safety, determining eligibility for short-term disability or leave, and identifying opportunities for light-duty assignments. By defining these core expectations, GCPS remains committed to fostering a supportive work environment while ensuring the consistent delivery of high-quality services to our students and community.

1. Physical and Mental Demands
2. Sensory and Communication Demands
3. Mental and Cognitive Demands
4. Environmental Conditions
5. Equal Opportunity & Position Flexibility

The standards detailed above represent the baseline for operational excellence and safety within Goochland County Public Schools. Adherence to these requirements ensures that our educational mission is met with consistency, professionalism, and care for both our staff and students. To provide a comprehensive view of how these standards apply to your specific role, the detailed breakdown of functional expectations and frequency metrics follows.

The specific physical, sensory, and environmental requirements for this position are outlined on the following pages.

## Physical Requirements

Demand	Frequency	Details
Mobility	Frequent	Moving throughout school buildings, classrooms, or grounds.
Lifting/Carrying	Occasional	Ability to lift/move up to 25 lbs (e.g., books, supplies, or equipment).
Positioning	Occasional	Bending, stooping, kneeling, or reaching to access files or assist students.
Stationary Work	Frequent	Remaining in a seated or standing position for extended periods.

## Sensory and Communication Demands

- **Visual Acuity:** Ability to read printed materials, monitor student behavior, and utilize digital displays/computer screens.
- **Auditory:** Ability to hear and respond to verbal communication, alarms, and environmental sounds in a typical school setting.
- **Speech:** Ability to communicate clearly and effectively with students, staff, and the public.

## Mental and Cognitive Demands

- **Decision Making:** Ability to analyze information and exercise sound judgment under varying levels of pressure.
- **Stress Management:** Ability to maintain a professional demeanor and emotional composure during high-stress situations or interpersonal conflicts.
- **Concentration:** Ability to maintain focus on complex tasks amidst frequent interruptions typical of a school environment.

## Environmental Conditions

- **Setting:** Most work is performed in a climate-controlled indoor environment (office or classroom).
- **Noise Level:** Moderate to loud during peak activity times (e.g., passing periods, cafeteria, or gymnasium).
- **Exposure:** Occasional exposure to outdoor weather conditions during arrival/dismissal or transition between buildings.

## **Equal Opportunity and Position Flexibility**

Goochland County Public Schools (GCPS) is committed to maintaining a diverse and inclusive environment. We provide Equal Employment Opportunities and equal educational programs for all employees and students, strictly adhering to all applicable Federal and State laws and executive orders.

In alignment with the Americans with Disabilities Act (ADA), GCPS will provide reasonable accommodations to qualified individuals with disabilities to enable them to perform the essential tasks of this role, provided such accommodations do not cause undue hardship to the district.

While this job description is designed to accurately reflect the core activities and requirements of the position, it is not an exhaustive list of all responsibilities, skills, or working conditions.

- **Administrative Authority:** GCPS Administration reserves the right to modify, add, or remove duties as evolving operational needs require.
- **Flexibility:** Employees may be assigned additional duties to support the overall mission of the school district and the success of our students.