



Position: Special Education Aide

Assignment: TEAMS Aide (SSC)

Reports to: Principal/Teacher

Dept./School: Assigned Campus

Wage/Hour Status: Non-Exempt

Pay Grade: IS371/187 Days

Date Revised: Spring 2024

Primary Purpose:

The TEAMS program is a therapeutic and behavioral environment within LISD that focuses instruction on teaching pro-social responses to maladaptive behaviors. The TEAMS Aide is responsible for supporting the needs of individual students with severe behavioral disabilities. The TEAMS Aide will assist special education staff and work under the supervision of the campus principal and immediate direction of certified teachers.

Qualifications:

Minimum Education/Certification:

- High School diploma: college preferred.

Special Knowledge/Skills/Experience:

- Ability to work with children with disabilities.
- Ability to implement physical restraints.
- Ability to remain alert and observant and physically able to respond appropriately to emergency situations including, but not limited to, physical restraint of students.
- Ability to intervene and correct behavior of students.
- Ability to learn verbal and physical crisis intervention/de-escalation techniques.
- Ability to appropriately respond to abusive language and conduct.
- Ability to accept and adapt to changes in assignments and methods.
- Ability to follow verbal and written instructions.
- Ability to communicate effectively with students and staff.
- Knowledge of general office equipment
- Experience working with children who are emotionally/behaviorally at risk.
- Experience working in a correctional, mental health or detention program.
- Experience managing potentially aggressive/combative behaviors preferred.

Major Responsibilities and Duties:

- Help manage the behavior of students with emotional and behavioral challenges in an empathetic and understanding manner.
- Intervene in crisis situations, altercations, or other emergencies using de-escalation strategies.
- Physically restrain and secure students displaying aggression towards self or others as specialized training and state and local policy warrant to maintain the care, welfare, and safety of students and staff.
- Intervene during emergencies or altercations.
- Learn and adapt to each student's special medical, physical, communicative, and emotional needs.

- Help supervise students throughout school day, inside and outside classroom. This includes lunchroom, bus, and playground duty, as assigned by principal and/or teacher supervisor.
- Keep teacher informed of special needs or problems of assigned students.
- Observe actions of students for prolonged periods
- Must have training and abide by rules of confidentiality and must refer any questions regarding a student back to the special education professional responsible for that student on the campus.
- Uphold and enforce federal, state, and local policy, procedures and guidelines, and specific campus procedures and guidelines.
- Work cooperatively with campus and district personnel.
- Contribute toward positive and professional learning environment in the school.
- Work under hazardous, stressful conditions with possible occurrences of extreme heightened stress.
- Maintain confidentiality.
- Participate in staff development programs, faculty meetings and special events as assigned.
- TEAMS staff are required to maintain certification in CPI's Advanced Physical Training to safely manage acting out students and ensure the safety of all staff and students.

Mental Demands/Physical Demands/Environmental Factors:

- Personal computer and peripherals, and other instructional equipment
- Prolonged standing; frequent kneeling/squatting, bending/stooping, pushing/pulling, and twisting.
- Restraints require physical demands of bending, prolong standing, kneeling, and the ability to move from a sitting/lying position on the floor to a standing position quickly.
- Frequent walking
- May require regular heavy lifting (45 pounds or more) and positioning of students with physical disabilities, control behavior through physical restraint, assist non-ambulatory students, and lift and move adaptive and other classroom equipment; may work prolonged or irregular hours
- Exposure to biological hazards
- Maintain emotional control under stress; work with frequent interruptions.

OTHER: All employees are to follow district safety protocols and emergency procedures.

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required. This position is an in-person job and is to be performed at the location specified. It does not qualify for remote work or work from home status.

Signature

Date

Print Name