



## Job Descriptions Montgomery Independent School District

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**Job Title:** Special Education Aide – Resource/Inclusion    **Exemption Status/Test:** Nonexempt  
**Reports to:** Principal and Teacher(s) Assigned    **Date Revised:** April 2026  
**Dept./School:** Assigned Campus    **Salary:** PG 3 Clerical/Paraprofessional Hiring Schedule

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### Primary Purpose:

Provide instructional assistance to special education students under the direct supervision of a certified teacher.  
Assist in preparing, conducting, and managing of classroom activities.

### Qualifications:

#### Education/Certification:

Applicant must be at least 18 years of age  
High school diploma or hold a General Educational Development (GED) certificate  
Have met formal academic assessment, associate’s degree, or two years of study at an institution of higher learning\*  
Valid Texas educational aide certificate (can apply after hiring)

#### Special Knowledge/Skills:

Ability to assist in instructing reading, writing, and mathematics  
Ability to work well with children  
Ability to communicate effectively

#### Experience:

Some experience working with children

### Major Responsibilities and Duties:

#### Instructional Support

1. Provide instruction to special education students under the direction of teacher; work with individual students or small groups.
2. Assist teacher in preparing instructional materials and classroom displays.
3. Help maintain neat and orderly classroom.
4. Help with inventory, care, and maintenance of equipment.
5. Help teacher keep administrative records and prepare required reports.
6. Provide orientation and assistance to substitute teachers.

**Student Management**

- 7. Help supervise special education students throughout school day, inside and outside classroom. This includes lunchroom, bus, and playground duty.
- 8. Make teacher aware of special needs or problems of individual students.

**Other**

- 9. Participate in staff development training programs faculty meeting and special events as assigned.
- 10. Participate in faculty meeting and special events as assigned.
- 11. Follow district safety protocols and emergency procedures.

**Supervisory Responsibilities:**

None

**Mental Demands/Physical Demands/Environmental Factors:**

**Tools/Equipment Used:** Standard office equipment including computer and peripherals; standard instructional equipment

**Posture:** Moderate standing; occasional kneeling, squatting, bending, and stooping

**Motion:** Moderate walking

**Lifting:** Regular light lifting and carrying (less than 15 pounds)

**Environment:** Work inside and outside (exposure to sun, heat, cold, and inclement weather); exposure to noise

**Mental Demands:** Work with frequent interruptions; maintain emotional control under stress

*\*Required by Every Student Succeeds Act (ESSA) for aides who are providing instructional support in Title I, Part A program.*



This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Printed Name \_\_\_\_\_ ID # \_\_\_\_\_ Campus \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_