

# Washington Township Schools

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www.msdwt.k12.in.us



The Metropolitan School District of Washington Township (MSDWT) is located in the northern section of Indianapolis. It is a dynamic community with broad diversity in cultures, religions, ethnic groups, races, and socioeconomic levels. MSDWT has been an educational leader in Indiana for the last sixty years.

Our mission is to nurture our students into tomorrow's leaders by cultivating learning environments that ignite innovation, amplify diverse and critical thinking, and inspire growth and achievement.

## JOB DETAILS

|                            |                                                                                                                                                             |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Job Title</b>           | <b>Resource Instructional Assistant/Adult Support</b>                                                                                                       |
| <b>Location</b>            | <b>Clearwater Elementary School</b>                                                                                                                         |
| <b>Work Schedule</b>       | <b>Full-Time – 8 Hours/Day</b>                                                                                                                              |
| <b>Calendar Length</b>     | <b>185 Days</b>                                                                                                                                             |
| <b>FLSA Classification</b> | <b>Non-Exempt - Hourly</b>                                                                                                                                  |
| <b>Salary/Hourly Rate</b>  | <b>\$19.28 (\$28,534 Annually)</b>                                                                                                                          |
| <b>Benefits</b>            | <b>Health, Vision, Dental and Life Insurance available. Paid Illness and Personal Business days. Contributions to PERF, VEBA and 401A retirement plans.</b> |

## JOB EXPECTATIONS & REQUIREMENTS

### Position Purpose / Description

The job of the Resource Instructional Assistant was established for the purpose(s) of working with individual and/or small groups of students under the supervision of a certificated teacher in the supervision and instruction of students; assisting students by modeling the necessary skills to perform assignments; following educational and specific behavioral plans; modeling appropriate behaviors and interactions with students and staff; and assisting student by providing for special health care needs. Employees in this classification will receive a variety of assignments including classroom support, lunchroom, playground, etc.

### Essential Functions

- Tutoring and assist children individually or in small groups to help them master assignments and to reinforce learning concepts presented by teachers.
- Supervising students in classrooms, halls, cafeterias, school yards, and gymnasiums, or on field trips.
- Observing students' performance, and record relevant data to assess progress.
- Enforcing administration policies and rules governing students.

- Presenting subject matter to students under the direction and guidance of teachers, using lectures, discussions, or supervised role-playing methods. Providing supports for classroom activities, assignments and/or materials under the direction of the supervising teacher for the purpose of supporting and reinforcing student's Individual Education Program (IEP) objectives.
- Implementing, under the supervision of general education or special education teacher, instructional programs and lesson plans (e.g. reading, math, language comprehension, writing, computer, etc.) for the purpose of presenting and/or reinforcing learning concepts.
- Collecting, preparing, and organizing instructional materials.
- Assisting with administration and scoring of curriculum-based tests, homework, make-up work, etc. for the purpose of supporting teachers in the classroom.
- Communicating with general education and special education teacher, related service staff, school administrators for the purpose of assisting in reporting progress and/or implementing IEP objectives.
- Directing parents to general education or special education teacher for any communication regarding their child.
- Monitoring students during assigned periods within a variety of school environments (e.g. rest rooms, playgrounds, hallways, bus loading zones, cafeteria, parking lots, community settings, etc.) for the purpose of maintaining a safe and positive learning environment.
- Documenting student's daily activities (e.g., behavior, completed assignments, on/off task times, etc.) for the purpose of data collection and progress monitoring.
- Assisting students at mealtimes.

### Knowledge, Skills, and Abilities

- **Active Listening:** Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- **Speaking:** Talking to others to convey information effectively.
- **Instructing:** Teaching others how to do something.
- **Social Perceptiveness:** Being aware of others' reactions and understanding why they react as they do.
- **Coordination:** Adjusting actions in relation to others' actions.
- **Learning Strategies:** Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.
- **Teacher support:** Assist teachers in classroom instruction by providing and preparing lesson materials, monitoring the students during their work and helping them in their learning where necessary.
- **Student Supervision:** Observe students' activities to ensure student safety and well-being and intervene when necessary.
- **Lesson materials:** Ensure that the necessary materials for teaching a class, such as visual aids, are prepared, up-to-date, and present in the instruction space.
- **School procedures:** Familiarity with the inner workings of school, such as the structure of the relevant education support and management, the policies, and the regulations.

### Education

- High School Diploma or GED.
- Must pass paraprofessional exam, if less than 60 college credit hours

| PHYSICAL REQUIREMENT                                                                                  | PERCENT OF TIME                                                                                        |
|-------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
|                                                                                                       | Seldom = Less than 25%<br>Occasional = 26 to 50%<br>Often = 51 to 75%<br>Very Frequent = 76% and above |
| Ability to stand for extended periods of time                                                         | Often                                                                                                  |
| Ability to carry 25 pounds                                                                            | Occasional                                                                                             |
| Amount to lift 25 pounds                                                                              | Occasional                                                                                             |
| Amount of force to push/pull up to 25pounds                                                           | Seldom                                                                                                 |
| Ability to work at a desk, conference table or in meetings of various configurations                  | Very Frequent                                                                                          |
| Ability to see for the purpose of reading laws and codes, rules and policies and other printed matter | Very Frequent                                                                                          |
| Ability to hear and understand speech at normal levels                                                | Very Frequent                                                                                          |
| Ability to communicate so others will be able to clearly understand a normal conversation             | Very Frequent                                                                                          |
| Ability to operate office equipment                                                                   | Very Frequent                                                                                          |
| Ability to reach in all directions                                                                    | Very Frequent                                                                                          |
| Climbing                                                                                              | Seldom                                                                                                 |
| Overhead work                                                                                         | Seldom                                                                                                 |

The Metropolitan School District of Washington Township is an equal opportunity/equal access employer fully committed to achieving a diverse workforce and complies with all applicable Federal and Indiana State laws, regulations, and executive orders in its programs and activities. Washington Township does not discriminate on the basis of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran's status.