NOTICE OF VACANCY

POSTING DATE: May 19, 2026

POSITION ID: 26-ESP-32

POSITION: Special Education Paraprofessional EI (Emotionally Impaired)

LOCATION: Warner Middle

SALARY: Starting at $17.46 (2026/27 ESP Master Contract, Level III)
7 HRS/Day, 5 Days/Wk, 10 MO PARA Calendar

START DATE: **August 18, 2026**

DEADLINE: **Until Filled**

Job Summary

Farmington Public Schools is seeking a dedicated and compassionate Paraprofessional to join our specialized Autism Spectrum Disorder (ASD) Program. The successful candidate will work under the direct supervision of a certified special education teacher to provide academic, behavioral, and functional support to students with autism spectrum disorder. This role is crucial in helping our students develop independence, achieve their Individualized Education Program (IEP) goals, and develop meaningful relationships within the school community. We are looking for an individual who is patient, resilient, and passionate about making a difference in the lives of students with unique learning needs.

Essential Duties and Responsibilities

- **Direct Student Support:**
  - Work one-on-one or in small groups with students to reinforce learning concepts introduced by the teacher across various academic subjects.
  - Assist students in developing social skills, such as turn-taking, peer interaction, and appropriate communication, through structured and unstructured activities.
  - Provide direct support for students with daily living skills and functional routines. This includes, but is not limited to, assistance with personal hygiene, feeding, and willingness to support students with toileting and diapering needs while maintaining student dignity.
- **Behavioral Management:**
  - Implement Behavior Intervention Plans (BIPs) consistently and with fidelity.
  - Proactively de-escalate challenging behaviors and safely implement crisis prevention and intervention strategies when necessary.
  - Accurately collect and record data on student behavior using specified data collection methods (e.g., frequency charts, ABC data sheets).

- **IEP and Data Collection:**
    - Assist the lead teacher in collecting systematic data on students' progress toward their IEP goals.
    - Help prepare instructional materials, visual supports (e.g., picture schedules, social stories), and modified assignments as directed by the teacher.
    - Maintain confidentiality of all student information and records.

- **Collaboration and Communication:**
    - Collaborate effectively with the lead teacher, speech-language pathologists, occupational therapists, social workers, and other members of the educational team.
    - Communicate student progress and any observed concerns to the lead teacher in a timely and professional manner.
    - Foster a positive and inclusive classroom environment that respects the unique abilities of each student.
    - Assist in supervising students during non-instructional times, such as recess, lunch, and arrival/dismissal.

Required Qualifications & Experience

- High School Diploma or equivalent.
- Previous experience working with children, preferably those with special needs or autism.
- Must pass a criminal background check and obtain necessary clearances as required by the state and district.
- Current certification in CPR and First Aid (or willingness to obtain).
- Must be willing to be trained in Nonviolent Crisis Intervention, through the Crisis Prevention Institute (CPI) within 30 days of hire and update annually (training provided by the district).

Skills and Abilities

- Exceptional patience, empathy, and the ability to remain calm in stressful situations.
- Strong verbal and written communication skills.
- Ability to follow verbal and written instructions with a high degree of accuracy.
- Keen observational skills to monitor student behavior and progress.
- Ability to work effectively as part of a collaborative team.
- Physical ability to perform job responsibilities, which may include lifting up to 50 lbs, bending, sitting on the floor, assisting with personal care routines such as toileting, and physically guiding or restraining students according to approved safety protocols.

METHOD OF APPLICATION:

Applications are being accepted online only, a basic resume must be attached. To apply for this position, click on Farmington Public Schools or select the following link: Farmington Public Schools - Job Postings . For questions regarding this position contact gazell.watkins@fpsk12.net.

It is the policy of Farmington Public Schools that no person shall, on the basis of race, creed, color, national origin, sex, age, marital status, or disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment, or in any of its programs or activities.