



Paraprofessional

FLSA STATUS

Non Exempt

POSITION SUMMARY

The job of Paraprofessional is done for the purpose(s) of providing support to the instructional program with specific responsibility for working with individual and/or small groups of students; providing clerical support to teacher(s) and staff; and monitoring student behavior during classroom and/or non-classroom time.

ESSENTIAL FUNCTIONS

- Administer first aid and medical assistance as instructed by a health care professional for the purpose of meeting immediate health care needs.
- Assists students, individually or in small groups, with lesson assignments (e.g. read stories, listen to students read, provide writing assistance, reinforce English lessons, provide spelling practice, facilitate activities, computer learning programs, etc.) for the purpose of practicing and/or reinforcing learning concepts and assisting students in reaching academic goals and grade level standards.
- Attends meetings and in-service presentations for the purpose of acquiring and/or conveying information relative to job functions.
- Implements, under the supervision of assigned teacher, instructional programs and lesson plans for the purpose of reinforcing learning concepts.
- Maintains classroom equipment, work area, and manual and electronic files and records for the purpose of ensuring availability of items, providing written reference, providing a safe learning environment, and/or meeting mandated requirements.
- Monitors individual and/or groups of students in a variety of settings (e.g. classroom, playground, field trips, library, lunchroom, bus loading/unloading, crosswalk, etc.) for the purpose of providing a safe and positive learning environment.
- Reports observations and incidents relating to specific students (e.g. accidents, fights, inappropriate social behavior, violations of rules, safety conditions, etc.) for the purpose of communicating information to appropriate instructional and/or administrative personnel.
- Responds to emergency situations (e.g. injured student, fights, etc.) for the purpose of resolving immediate safety concerns and/or directing appropriate personnel for resolution.
- Supports classroom teachers and other school personnel for the purpose of assisting them in the implementation of curriculum and teaching methodologies.
- Supports classroom activities, assignments and/or materials under the direction of the supervising teacher for the purpose of supporting and reinforcing classroom objectives.
- Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.

SUPERVISORY CONTROLS

This job reports to the Building Principal. This position does not supervise any other staff.

KNOWLEDGE, SKILLS, ABILITIES AND OTHER COMPETENCIES

- Skills are required to perform multiple tasks with a potential need to upgrade skills in order to meet changing job conditions. Specific skill-based competencies required to satisfactorily perform the functions of the job include: operating standard office equipment including pertinent software applications; preparing and maintaining accurate records.
- Knowledge is required to perform basic math, including calculations using fractions, percents, and/or ratios; read a variety of manuals, write documents following prescribed formats, and/or present information to others; and understand complex, multi-step written and oral instructions. Specific knowledge-based competencies required to satisfactorily perform the functions of the job include: concepts of grammar and punctuation; knowledge of math; stages of child development and learning styles; and age appropriate activities.
- Ability is required to schedule activities; collect data; and use basic, job-related equipment. Flexibility is required to work with others in a variety of circumstances; work with data utilizing defined but processes; and operate equipment using standardized methods. Ability is also required to work with a diversity of individuals and/or groups; work with data of varied types and/or purposes; and utilize job-related equipment. Problem solving is required to identify issues and create action plans. Problem solving with data requires independent interpretation of guidelines; and problem solving with equipment is limited to moderate. Specific ability based competencies required to satisfactorily perform the functions of the job include: communicating with diverse groups; maintaining confidentiality; meeting deadlines and schedules, setting priorities, working as part of a team, and working with constant interruptions.
- Able to work under the direct supervision using standardized practices and/or methods; leading, guiding, and/or coordinating others; and operating within a defined budget. There is a continual opportunity to have some impact on the organization's services.

EDUCATION, EXPERIENCE, CERTIFICATION AND LICENSES

- Job related experience is desired.
- Targeted, job related education with study in job related areas.
- Required annual training

WORK ENVIRONMENT

The usual and customary methods of performing the job functions require the following physical demands: some lifting, carrying, pushing, and/or pulling, some climbing and balancing, stooping, kneeling, crouching, and/or crawling and significant fine finger dexterity. Generally the job requires 20% sitting, 40% walking, and 40% standing. The job is performed under minimal temperature variations and under conditions with some exposure to risk of injury and/or illness.

BACKGROUND CHECK

As part of our hiring process, we will conduct a background check on all potential employees, which may include a review of your criminal history, employment verification, and education records.

I have reviewed this job description and I understand all the requirements, my job duties and responsibilities. I am able to perform the essential functions as outlined.

Employee Signature

Date