



Thompson School District Classified Job Description

Job Title: Paraprofessional – Behavior **FINAL**
Revised Date: May 2019
Work Year: 177 days
Department: ESS (Exceptional Student Services)
Reports To: Principal
Benefits include: Health, dental, and life insurance, PERA retirement, paid time off, extended leave bank, as well as other optional benefit elections.

ABOUT THOMPSON SCHOOL DISTRICT:

The Thompson School District is the 17th largest school district in Colorado, encompassing 362 square miles and serving approximately 15,000 students. The district's territory includes Loveland and Berthoud, plus sections of Fort Collins, Windsor, Johnstown and unincorporated land in Larimer, Weld and Boulder counties. TSD serves students in Pre-K through 12th grade with thirteen school-based preschool programs, a dedicated preschool building, two K-8 buildings, eighteen elementary schools, five middle schools, five high schools, two charter schools and one career campus. Teachers and administrators collaborate with families and community partners to ensure that students are college, career and community ready. Visit the district website at thompsonschoools.org to learn more.

SUMMARY: In all educational settings, support student's progress in achieving behavior goals in accordance with individual behavior and crisis plans. Assist in all aspects of the Discovery program.

ESSENTIAL DUTIES AND RESPONSIBILITIES: include the following. Other duties may be assigned. *Duties, frequency and percentage will vary widely based on assigned school.*

- Provide support for students requiring social-emotional, behavioral, and academic assistance.
- Includes monitoring students, data collection, tracking, and reporting student progress. Assist school staff in the implementation of behavior intervention plans.
- Assist in crisis intervention using district approved procedures (CPI, verbal de-escalation).
- Model for school staff the use of replacement strategies or redirection and the utilization of self-monitoring/self-regulation strategies for shaping student behaviors.
- Prepare learning tools, non-instructional materials, entering data, and preparing assistive technology.
- Communicate consistently with staff and refer concerns to staff or administrators.
- Support Student Code of Conduct as defined by Discovery program procedures and district policy.

JOB QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

KNOWLEDGE, SKILLS, and ABILITY:

- Strong oral and written communication skills, bilingual preferred.
- Operating knowledge of personal computer using Microsoft word, apple products, and Google.
- Knowledge of behavior management and Positive Behavior Intervention Supports highly desirable.

SUPERVISION/TECHNICAL RESPONSIBILITY:

Assists with supervision of special needs students. Assists with carrying out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include directing completion of student work; working to resolve concerns in the learning environment; training other paraprofessionals.

EDUCATION AND TRAINING:

High school diploma or equivalent, or equivalent combination of education and experience. Restraint/CPI or equivalent training is preferred at time of hire.

EXPERIENCE:

0 – 2 years experience in working with children. Experience working with at-risk youth preferred.

CERTIFICATES, LICENSES, & REGISTRATIONS:

CPR and First Aid certification preferred.

SAFETY TO SELF AND OTHERS:

- In order to safely perform this position, the employee must be familiar with the safety rules of the job and participate in all safety training provided by the department. Employee must wear personal protective equipment whenever required, ask for assistance if the task requires more than one person and, if unsure how to perform a task safely, stop and ask supervisor for instruction before continuing.
- All employees of the District are responsible for maintaining a safe and healthy work place and ensuring that safety precautions and practices are followed.
- Employees are expected to immediately report any unsafe working conditions or safety problems to the immediate supervisor. Until corrective action is taken, ensure that the area or condition is restricted and that cautionary devices, i.e., cones, temporary fencing, floor signs, etc. are in place so that others are not affected or injured.

The physical demands, work environment factors, and mental functions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

PHYSICAL DEMANDS:

All levels: While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel; reach with hands and arms; talk or hear. The employee frequently is required to stand, walk and sit. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

Elementary & Early Childhood level: In addition to the above, the employee must be able to regularly lift and/or move up to 25 lbs. The employee is regularly required to climb or balance; stoop, kneel, crouch, or crawl; and smell.

Secondary level: In addition to the above, the employee must be able to regularly lift and/or move up to 50 lbs. The employee is occasionally required to climb or balance; stoop, kneel, crouch, or crawl; and smell.

EQUAL EMPLOYMENT OPPORTUNITY:

Thompson School District shall not discriminate in its employment or hiring practices on the basis of race, ethnicity, religion, sex, sexual orientation, age, marital status or disability. The Superintendent is committed to cultural diversity among district personnel as a means of enriching educational experience. The District shall identify, solicit, and consider applicants for employment from a broad spectrum of qualified individuals who will contribute to that effort.

NOTE: This job description is not intended to be an exhaustive list of all duties, responsibility, or qualifications associated with the job.