

TITLE: Paraprofessional: Special Education/LRC II

DEPARTMENT: Special Services

REPORTS TO: Building Principal or designee

POSITION SUMMARY: Under the direction of the special education classroom teacher or Special Services certificated support staff, the Paraprofessional is to employ instructional, behavioral and/or other therapeutic techniques, including collecting and recording data on student progress, that increase student independence and progress toward meeting IEP (Individual Educational Plan) goals and objectives within the school environments, job setting, or community.

ESSENTIAL FUNCTIONS:

- Maintain confidentiality of all students regarding their disabilities, school program, instructional status, emotional status, behavioral status, progress, plans and placements.
- Implement and support instructional/behavioral programs planned by teachers.
- Assist with preparation of instructional materials or tasks.
- Provide instruction to groups of students or on a one-to-one basis.
- Collect and record data on student performance.
- Provide or assist with one or two person lifts of 45 pounds or more as needed for lifting or transferring LRC I students that are not independent*.
- Supervise student transitions to and from classrooms, the bus, lunch, breakfast, recess, fire drills, other school activities, the community, or work sites as appropriate.
- Care and maintain specialized equipment used with the students in the classroom by the therapist or speech and language pathologist*.
- Implement and support activities with the student as directed by the physical therapist, occupational therapist or speech and language pathologist*.
- Care and/or train students with toileting, hygiene, health care or feeding activities*.
- Collaborate with the teacher to adapt classroom assignments so that the student may participate in classroom activities as fully as possible.
- Follow and implement behavior plans which may include assisting with time-outs and physical restraint*.
- Use basic technologies, including audio/visual equipment, computers, software, etc.
- Possess knowledge of and adhere to Governing Policies and District Regulations and Procedures.
- Participate in special projects as assigned and perform related duties and key responsibilities consistent with the scope and intent of the position.

*Training and equipment will be provided as needed to perform these essential functions.

QUALIFICATIONS:

EDUCATION: An Associate's degree (AA) or higher OR two years of study equivalent to 72 quarter credits OR an Educational Testing Service ParaPro Assessment documenting a score of 461 or higher. Official documentation will be required upon hire.

EXPERIENCE: Job related experience is desired. Previous successful classroom or similar experience in working with students with special needs preferred. Further the individual will possess the:

- ability to establish rapport with students in order to maintain an effective learning environment;
- ability to take direction, work independently, show initiative, and accept responsibility;
- ability to work as an effective team member;
- ability to communicate effectively in a pleasant, tactful, and professional manner;
- ability to adjust daily to various scheduling changes and changes in students' needs; and
- physical stamina and good health necessary to perform required responsibilities and the essential functions.

ISSAQUAH SCHOOL DISTRICT JOB DESCRIPTION

CERTIFICATES AND LICENSES: Possess current CPR/First Aid/AED card or be willing to obtain one within thirty (30) days of employment. Valid WA State driver’s license and appropriate insurance required. Must maintain as current any certification or license listed herein and held at hire date.

CONTINUING EDUCATION/TRAINING: Staff will attend periodic training for safe handling of bodily fluids, administering oral medication, using a gastronomy tube, perform clean intermittent urinary catheterization, de-escalation/restraint techniques and other specialized training as students’ unique needs make these services necessary. Secure Training is required. Once trained, staff will provide any and all of the services needed for all students in the LRC II program.

CLEARANCES: Criminal Justice fingerprint/Background Clearance

FLSA STATUS: Non Exempt

BARGAINING UNIT: Service Employees International Union, Local 925 (SEIU)

I have reviewed the job description, been allowed to ask questions, and can perform all job required Essential Functions with or without an accommodation(s).

Name (sign)

Name (print)

Date

TITLE: Paraprofessional (General)

DEPARTMENT: Elementary School Education;
Middle School Education; and/or
High School Education

REPORTS TO: Building Principal or designee

POSITION SUMMARY: Under the direction of the building administrator, the Paraprofessional (General) supervises and instructs individual and/or small groups of students under the supervision of a certificated teacher; supervises students in small and large group settings, and provides clerical support to staff. Employees in this classification will receive a variety of assignments including classroom support, clerical support, library support, lunchroom supervision, health room supervision, playground supervision, etc.

ESSENTIAL FUNCTIONS:

- Assists students, individually or in small groups, with lesson assignments (e.g. reading stories, listening to students reading, facilitating activities, delivering motor perception programs, colors, number charts, etc.) for the purpose of presenting and/or reinforcing learning concepts.
- Implements instructional programs and lesson plans for the purpose of assisting the teacher and building administration in improving students' learning through a defined course of study.
- Maintains classroom equipment, work area, students files/records (e.g. adapting instructional materials, cleaning work area, checking homework, grading papers, etc.) for the purpose of ensuring availability of items and/or providing reliable information.
- Modifies classroom work/homework for the purpose of providing a method to support and/or reinforce learning objectives.
- Monitors individual and/or groups of students in a variety of settings (e.g. classroom, playground, field trips, library, lunchroom, bus loading/unloading, etc.) for the purpose of providing a safe and positive learning environment.
- Reports promptly to a building administrator any serious accident or illness affecting students under supervision.
- Performs record keeping and clerical functions (e.g. correcting papers, taking attendance, school office filing, etc.) for the purpose of supporting staff in providing necessary records/materials and for retention compliance.
- Assists other personnel as may be required for the purpose of supporting them in the completion of their work activities.
- Demonstrate positive relationship skills with students, parents and district staff, maintaining ongoing and open communication.
- Possess knowledge of and adhere to Governing Policies and District Regulations and Procedures.
- Participate in special projects as assigned and perform related duties and key responsibilities consistent with the scope and intent of the position.

QUALIFICATIONS:

Skills, Knowledge and Abilities

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 using 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; stages of child development and learning styles; and age appropriate activities.

ABILITY is required to schedule activities and/or meetings; collate 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 different processes; and operate equipment using standardized methods. Ability is also required to work with a wide diversity of individuals; work with specific, job-related data; and utilize specific, job-related equipment. Problem solving is

required to identify issues and create action plans. Problem solving with data requires following prescribed guidelines; and problem solving with equipment is limited. Specific Ability based competencies required to satisfactorily perform the functions of the job include: adapting to changing work priorities; working with frequent interruptions; communicating with diverse groups; maintaining confidentiality; setting priorities; and working as part of a team.

Responsibilities:

Responsibilities include: working under direct supervision using standardized procedures; providing information and/or advising others; There is a continual opportunity to impact the organization’s services.

Working Environment:

The usual and customary methods of performing the job's functions require the following physical demands: occasional lifting, carrying, pushing, and/or pulling some 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 in a generally hazard free environment and in a clean atmosphere.

EDUCATION: An Associate’s degree (AA) or higher OR two years of study equivalent to 72 quarter credits OR an Educational Testing Service ParaPro Assessment documenting a score of 461 or higher. Official documentation will be required upon hire.

EXPERIENCE: Job related experience is desired, particularly working with students of the age of those at the school assignment.

REQUIRED TESTING: None specified

CERTIFICATES AND LICENSES: CPR/First Aid Certificate (may be required). Valid WA State Driver’s License and appropriate insurance required if a condition of the assignment. Must maintain as current any certification or license listed herein and held at hire date.

CONTINUING EDUCATION/TRAINING: That which is required to be effective in the position.

CLEARANCES: Criminal Justice fingerprint/Background Clearance

FLSA STATUS: Non-exempt

BARGAINING UNIT: Service Employees International Union, Local 925 (SEIU)

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