

PARA-EDUCATOR III

SUMMARY

Under direction of an assigned school site administrator, and with the guidance of credentialed personnel, the Para-educator III, supports the educational programs of the District by assisting certificated staff with reinforcing instruction to aid students with identified disabilities achieve educational goals and objectives in a variety of subject areas such as science, technology, mathematics, English language arts and social studies.

REPRESENTATIVE DUTIES

The following duties are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address the business needs and changing business practices.

- Reinforce educational, social and behavioral instruction presented by certificated teaching staff to individual students or small groups of students
- Implement alternative methods for presenting instruction and modifying behaviors to students as directed by certificated personnel
- Assist instructional personnel with the preparation of a variety of instructional materials and exercises
- Monitor and assist students with a variety of instructional activities as a follow-up to the presentation of instructional concepts by instructional personnel
- Under the direction of certificated personnel, implement student's Behavior Intervention Plans (BIPs)
- Operate and assist students with the operation of a variety of instructional technology
- Assist students with the use of Assistive Technology and/or Augmentative and Alternative Communication devices
- Supervise students during non-instructional classroom activities, recess, field trips and community based instruction opportunities
- Accompany and assist students in alternative settings including, but not limited to, general education classroom settings, job sites, college campuses and/or community based instruction opportunities
- Assist students safely on and off vehicles
- May provide support to students in a variety of vehicles
- Assist students using walkers, wheelchairs or other mobility devices
- Individually or with the assistance of other staff members, lift and position students in and out of wheelchairs, braces and/or other orthopedic, occupational and/or physical therapy equipment
- Use positive reinforcement strategies and other appropriate techniques to assist students with the development of appropriate behavior and an appreciation of human diversity
- Encourage opportunities for independence
- Assist with the administration, scoring and recording of tests and/or assignments
- Provide assistance to injured or physically ill students
- May assist with personal care and hygiene tasks including but not limited to grooming and feeding, brushing teeth, toileting/diapering
- Assist with maintaining an orderly, attractive, and positive learning environment
- Request, store, and maintain an appropriate inventory of instructional materials and supplies
- Maintain a variety of records and files, including confidential student records and information
- Collect data and document student progress towards goals and objectives as instructed by certificated personnel
- May perform routine clerical tasks such as typing, computer operation, filing, and photocopying
- Prepare, maintain and update a variety of documents, files and databases related to assigned activities
- Establish and maintain professional relationships with management, colleagues, staff, and school related outside agencies

AVAILABLE STIPENDS

The following additional compensation stipends are available to employees employed in this classification performing related duties with proof of certification:

- Sign language/communication systems: American Sign Language (ASL) and Signing Exact English (SEE)

MINIMUM QUALIFICATIONS

Knowledge of

- Basic academic subjects including science, technology, mathematics, English language arts and social studies
- Basic instructional methods and techniques
- Basic concepts of child growth and development
- Strategies and techniques for supervising students
- Positive behavior management strategies including knowledge and support of BIPs
- Proper use of a variety of assistive equipment and devices
- Techniques used in controlling and motivating students
- Proper lifting techniques
- Universal precautions applicable to handling bodily fluids and other potentially hazardous materials
- Personal care and hygiene tasks
- Current instructional technology devices and software
- Routine recordkeeping techniques
- Inventory control methods and practices
- Effective oral and written communication skills
- Basic clerical functions
- Basic first aid and CPR procedures

Ability to

- Reinforce instruction to individual or small groups of special education students as directed by certificated staff
- Assist with the preparation of instructional materials
- Apply school policies, methods and practices used in instructional programs
- Assist students with the operation of instructional technology devices and software
- Implement specialized behavior strategies as directed
- May work with students who may require physical lifting, positioning, toileting, feeding and grooming activities.
- Monitor, observe and report student behavior progress according to approved policies and procedures
- Use appropriate positive behavior management strategies
- Provide treatment and administer first aid, CPR and emergency medical care as necessary
- Demonstrate an understanding, patient, warm and receptive attitude toward children
- Encourage opportunities for independence
- Provide treatment and administer first aid, CPR and emergency medical care as necessary
- Maintain confidentiality
- Operate office equipment, including a computer and assigned software technology
- Assist students with a variety of communicative and mobility devices
- Perform routine clerical tasks
- Establish and maintain accurate records relating to area of responsibility
- Record information completely and accurately
- Prioritize workload and conflicting demands
- Understand and carry out oral and written instructions

MINIMUM QUALIFICATIONS (Continued)

Ability to

- Communicate effectively both orally and in writing using tact and diplomacy
- Establish and maintain professional relationships with those contacted in the course of work
- Comply with the District's customer service standards, as outlined in Board Policy

EMPLOYMENT STANDARDS

Education

- Graduation from high school or equivalent
- Coursework in childcare, psychology, education preferred

Experience

- Six months of experience working or volunteering with children with disabilities
- Experience in a classroom setting preferred

License

- Valid First Aid and CPR certificates as authorized by the American Heart Association or American Red Cross

Other

- Pass a District proficiency test in English usage, language arts and mathematics, or pass California Basic Educational Skills Test (CBEST), or have completed two years of college
- Participation in CUSD professional learning, related to the job functions of a Para-educator III, once employed
- ASL Stipend: Must provide copy of transcripts with successful completion of two college level courses (eight semester units) in sign language systems
- SEE Stipend: Must provide documentation of See Sign assessment with score of 3 or higher

WORKING CONDITIONS WHICH MAY OCCUR

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential job functions.

Environment

- Generally working in a classroom setting as a member of the Supporting Early Academics and Language Skills (SEALS), Deaf and Hard of Hearing (DHH) and/or Structured Teaching of Academic Readiness and Behavioral Support (STARS) professional learning community
- May work in an outdoor setting, including, but not limited to, recess, field trips, outdoor science camp, physical education
- Routinely use standard office equipment such as computers, photocopiers, and filing cabinets

Physical

- Primary functions require sufficient physical ability and mobility to work in a school setting
- Stand or sit for prolonged periods of time; occasionally stoop, bend, kneel, crouch, reach, grasp, and twist
- May assist students using walkers, wheelchairs or other mobility devices
- May have contact with disabled students who become physically aggressive
- May have contact with blood or other bodily fluids, or communicable diseases
- May lift, carry, push and pull objects up to 35 pounds, or greater with assistance