

Position Description

Position: Paraeducator - Independence Facilitator		Salary Grade: 108
Board Approved: 4/4/17	Effective: 4/5/17	FLSA: Non-exempt

Summary

Provides individual behavior intervention and medical support to students in a classroom settings, assists individuals or small groups of students to enhance learning. Assists teachers with instruction and classroom management that occurs in special education and general education classrooms, lunchroom and play field environs.

Distinguishing Career Features

The Paraeducator - Independence Facilitator is the third level career path for instructional support to teachers. Advancement to Paraeducator – Independence Facilitator requires more advanced knowledge, skill, and ability in the areas of behavior management or medical needs to work with special student populations. Paraeducator - Independence Facilitators are typically assigned to a range of Special Education environments and students who may rotate from special education to general education classrooms. These positions typically have work assignments involving academic, behavioral, and personal health services. Advancement potential exists to Paraeducator III and other higher levels of specialized support.

Essential Duties and Responsibilities

- Provides support, strategies and techniques to students or small groups in order to facilitate independence, self-reliance, and integration into the classroom setting.
- Provides supports for non-verbal students in the area of augmentative and alternative communication (AAC).
- Assists one or more teachers with the presentation of learning materials and instructional exercises. Assists with conducting lessons and other classroom activities such as projects, small group exercises, and independent study.
- Prepares for, and assists individual students or small groups with classroom projects and special assignments. Organizes materials and supplies to facilitate use by assigned students, assists students requiring help, offers positive feedback and alternatives, and cleans up work areas following projects.
- Works with individuals or may work with small groups of students. Listens to and reinforces instructions given by teachers in reading, spelling, math and other subjects.
- Collects and reports data to teacher and behaviorists.
- Implements behavior management programs and positive behavior supports.
- Works toward fading prompting to increase student independence.

- Assists in maintaining order among assigned children in the classroom and school grounds. May oversee students in the classroom, school grounds, gathering areas, field trips, and special events.
- Monitors classroom activities when a teacher is absent from the classroom for a limited time. Accompanies assigned students going from one location to another. Observes, monitors and directs behavior of students with approved procedures and using positive reinforcement.
- Reports student academic and behavior progress and performance to teachers and Special Education Staff. Documents student progress by correcting assignments, administering and scoring criterion referenced tests, recording and charting test scores and curriculum based measurements in reading.
- Assists with preparation of instructional and testing materials. Suggests and may prepare materials that offer an alternative approach to facilitate student learning.
- Confers, as needed, with teachers and Special Education Staff concerning student needs. Alerts teacher to any special problems or information concerning students. Assists teachers and resource staff to develop and evaluate individual and group educational goals and objectives.
- Assists and guides students by using appropriate role modeling, emotional support, patience, and friendly, engaging attitude.
- Develops and uses incentives as positive reinforcement. Exercises constant supervision of children. Evaluates the need for, and uses appropriate positive behavioral support in accordance with grade level and student's ability to understand.
- Prepares display and bulletin board materials for beautification and decoration of the classroom environment. Assists in maintaining a neat, orderly, and attractive learning environment that supports learning.
- Sets up and operates audiovisual equipment, computers, and other equipment that serves to assist and enhance individual instructional programs.
- May assist with loading and unloading of assigned students onto buses, or with lunches and snacks. Assures safety of students following health and safety rules.
- May attend conferences and/or Individualized Educational Plan (IEP) meetings as necessary to observe the connection between therapy and education goals.
- May assist students with personal hygiene matters, which could involve assisting with lavatory and other personal care activities and other basic medical procedures.
- Performs other duties as assigned that support the overall objective of the position.

Qualifications

- **Knowledge and Skills**

The position requires basic knowledge of the principles and practices of age appropriate child development and guidance applicable for an educational setting, including those relating to special education. Requires a working knowledge of the basic subjects taught

in the District schools, including arithmetic, grammar, spelling, language and reading with sufficient competency to assist students with individual or group studies. Requires a basic knowledge of teaching and instruction and behavior management methods that enhance remedial learning. Requires knowledge of basic clerical and record keeping processes. Requires knowledge of and skill at using personal computers, audiovisual, and other equipment to support learning, record information, and send communications. Requires sufficient human relation skills to work productively and cooperatively with teachers and students in formal and informal settings, to exercise patience when conveying information, and demonstrate sensitivity to the special needs of students.

- **Abilities**

Requires the ability to assist teaching staff with implementation of instructional goals and activities. Requires the ability to assess the needs of individual students and to assist in developing programs to meet those needs. Requires the ability to interact with teachers, parents, and specialists in order to carry out assigned duties. Requires the ability to remain calm in stressful situations. Requires the ability to oversee students, administer assignments and tests, and perform general clerical tasks. Requires the ability to make informal presentations to individual and small groups of students and assist with demonstrations of assigned subject matter to classroom sized groups. Requires the ability to maintain confidentiality and impartiality when dealing with private and sensitive information. Requires the ability to relate positively to students in a teaching/learning environment in a way that builds confidence, recognizes and works on learning disabilities and barriers. Requires the ability and willingness to learn specialized techniques in the area of behavior and basic medical treatment. Requires the ability to work effectively with students with challenging behavior.

- **Physical Abilities**

Requires the ability to perform indoors in an office and/or classroom/laboratory environment engaged in work of primarily a sedentary to a moderately active nature. Requires near visual acuity to read and write printed materials and computer screens. Requires hearing and speech ability for ordinary and telephonic conversation, to speak to groups, and to hear sound prompts from equipment. Requires ambulatory ability to move about office, classroom/laboratory, and school grounds, to tutor, assist with presentations, and reach work materials. Requires sufficient manual and finger dexterity to demonstrate teaching aids, to point out important words/figures to students, and to operate personal computers. Requires the ability to lift, carry, push, and move supplies, fixtures, wheelchairs, etc., of light-to-medium weight (under 50 pounds) on a regular basis, and heavy weight (under 75 pounds) without labor saving equipment on an intermittent basis.

- **Education and Experience**

The position requires a high school diploma or equivalent and successful completion of a competency assessment demonstrating knowledge and ability to assist in instructing reading, writing, and mathematics. Completion of at least 48 college credit units may substitute for the competency assessment.

- **Licenses and Certificates**

May require a valid driver's license. Compliance with District skill/competency requirements. May require a valid First Aid/CPR card.

- **Working Conditions**

Work is performed indoors and outdoors with some exposure to health and safety considerations.