

Paraprofessional II

Salary Schedule 5 Range 5.5

DEFINITION

Under supervision of the site administrator or designee, assists teachers in the supervision of students and implements behavioral and instructional methodologies to address the needs of students with behavioral challenges; supporting students with improving social skills and appropriate behavior of in all school settings; and to do related work as required.

EXAMPES OF DUTIES

Implement assigned behavioral interventions or methodologies; use positive reinforcement for appropriate behavior, provide consequences and alternatives for problem behavior, implement Tier 2 and Tier 3 targeted behavior plans with specific students or student groups, assist with discipline and support the teacher with classroom management; observe students and record data, supervise areas of the school as needed, reinforce appropriate student behavior and facilitate appropriate social interactions among students, assist with integrating students into general education classroom settings, attendance at all mandatory meetings and training, other duties as assigned.

DESIRABLE QUALIFICATIONS

Knowledge of:

- Correct English usage, spelling, grammar and punctuation;
- Basic arithmetic concepts;
- Behavior modification and de-escalation techniques;
- PBIS systems and best practices;
- Basic first aid and CPR procedures
- Computers

Ability to:

1. Assist teachers, specialists, counselors, and other staff in reinforcing the instructional program and guiding students in the development of desirable academic and social skills and habits.
2. Demonstrate an understanding, patient and receptive attitude towards ALL students
3. Monitor and collect data on student performance
4. Make logical and practical decisions
5. Effectively communicate with a team
6. Relate to students in a positive, effective and age appropriate manner
7. Maintain professional boundaries with students, teachers, and parents
8. Maintain professional appearance and conduct
9. Willingness to participate in additional training in behavior management techniques and social skills development beyond the school year or day.
10. Incorporated into one or more of the previously mentioned essential functions of this job description are the following essential physical requirements:

1. Seldom = Less than 25 percent

3. Often = 51-75 percent

2. Occasional = 25-50 percent

4. Very Frequent = 76 percent and above

1 a. Ability to work at a desk, conference table or in meetings of various configurations.

3 b. Ability to stand for extended periods of time.

4 c. Ability to see for the purpose of reading laws and codes, rules and policies and other

- printed matter.
- 4 d. Ability to hear and understand speech at normal levels.
 - 4 e. Ability to communicate so others will be able to clearly understand a normal conversation.
 - 3 f. Ability to bend and twist, sit, stoop, kneel, push, pull, and crawl.
 - 2 g. Ability to lift 50 lbs.
 - 2 h. Ability to carry 50 lbs.
 - 2 i. Ability to reach in all directions

EXPERIENCE

Work experience as a paraprofessional or working with children with special needs or implementing behavioral modifications

EDUCATION

Proof of a High School Diploma or GED

AND

Rigorous standard of quality on formal state assessment or local assessment OR
Achieving 48 units of student at an institution of higher learning; OR
Obtaining an AA degree (or higher)