

**ST. TAMMANY PARISH SCHOOL BOARD**  
**Covington, Louisiana**

**JOB DESCRIPTION**

**TITLE:** Early Childhood Aide (Instructional Paraprofessional) Uncertified (FLSA: Non-Exempt)

**MINIMUM QUALIFICATIONS:**

1. U. S. citizen or authorized alien.
2. Minimum age of 20 years.
3. Associate Degree (or higher) or 48 semester hours minimum to include: English Composition - 3 hours, English/Reading-6 hours, and Mathematics - 6 hours or Para Pro Assessment results (minimum score of 450) and high school diploma.
4. Be willing to meet certification standards set by the State Department of Education.
5. Exhibits effective written and oral expression as determined by written sample and oral interview.
6. Be willing to take part in Early Childhood Development Project In-service training.

**REPORTS TO:** Principal

**JOB GOAL:** To assist the Early Childhood Teacher in providing an appropriate program for each student in the class.

**JOB SUMMARY:** This position is designed to perform tutorial duties and prepare materials for student use in Pre-Kindergarten, Kindergarten, and Transitional First Grade classes.

**ESSENTIAL JOB FUNCTIONS:** The Early Childhood Aide (Instructional Paraprofessional) will perform his/her duties under the direct supervision of a teacher. The role of the Paraprofessional is to assist the teacher with teaching-related activities and non-teaching assignments. In all instances, the teacher who is responsible for their management will have planned these activities and assignments. The Paraprofessional assists and supports the teacher by carrying out delegated activities and assignments. In addition to clerical, housekeeping, monitorial, and other routine duties, the Paraprofessional can work in the classroom in direct involvement with students when the groundwork has been properly laid. She/he can tutor, monitor individual activities, operate audiovisual equipment, tell stories, play records, assist with testing, supervise projects, and assist with parent activities and workshops. At all times, a teacher will plan the activities.

**ADDITIONAL DUTIES AND RESPONSIBILITIES:** All other duties shall be assigned by the Principal or appropriate authority.

**PHYSICAL DEMANDS:**

1. Possess physical skills and stamina to perform job responsibilities.
2. Work requires occasional standing.
3. Must tolerate constant periods of sitting throughout the shift.
4. Must tolerate frequent periods of walking throughout the shift.
5. Must on occasion lift and carry boxes, books, manuals catalogues, files, records, etc.
6. Must be able to bend and stoop in performing job duties.
7. Must tolerate horizontal, overhead, and low level reaching with both hands in performing work such as retrieving manuals, picking up objects, filing, typing, shredding, and computer runs.
8. Must handle numerous duties with both hands and fingers:

1. Fine Motor Skills

1. Typing
2. Copying
3. Adding machine
4. Computer
5. Filing
6. Binding
7. Filling out forms

2. Grasping

1. Manuals
2. Boxes
3. Journals

**TERMS OF EMPLOYMENT:** Nine months, unless employed in a summer program, salary in accordance with the current salary schedule.

**ACCOUNTABILITY:** Performance of this job will be evaluated in accordance with provisions of the Board's Policy on Evaluation of Support Services Personnel.

**The Superintendent reserves the right to review, revise, update or change the job and any/all duties due to changes in job content, organizational structure, or state or federal laws.**

**APPROVED BY:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**REVIEWED AND  
AGREED TO BY:** \_\_\_\_\_

**Date:** \_\_\_\_\_

(Incumbent)

\_\_\_\_\_  
Incumbent's Name (Please Print)

\_\_\_\_\_  
Employee Identification Number

Original- Human Resources Department

Copy - School

Copy - Employee