



CALVERT COUNTY PUBLIC SCHOOLS  
Prince Frederick, Maryland 20678

## **NOTICE OF VACANCY**

DATE

### **POSITION:**

INSTRUCTIONAL ASSISTANT 2

### **LOCATION:**

TBD

### **POSITION SUMMARY:**

The Instructional Assistant 2 will provide instructional, behavioral, and social emotional support services to help achieve a well-organized, smoothly functioning class and school environment in which students can take full advantage of the instructional program and available resources. Instructional Assistant 2 will be assigned to work with students with disabilities in special education and general education classrooms to support the implementation of Individualized Education Programs (IEPs) for students.

### **REPORTS TO:**

Principal and Supervisor of Special Education

### **EDUCATION, CERTIFICATION, AND EXPERIENCE:**

1. High school diploma or possession of a general education development (GED) program certificate
2. Experience working with children with disabilities and with managing externalizing behaviors is preferred
3. Earns and maintains non-violent Calvert County Public School crisis management training (includes Crisis Prevention Intervention (CPI), trauma-informed care, COMAR law training related to restraint, seclusion, and exclusion, risk related to the use of restraint, and documentation of crisis events), Ukeru crisis intervention training, restorative practices training, academic research-based intervention training and other trainings and certifications as required by the Director of Special Education, and the building principal or assistant principal

### **KNOWLEDGE, ABILITIES, AND SKILLS:**

(These are pre-employment knowledge, abilities, and skills that apply to the Essential Job Functions.)

At the time of application, the candidate must have:

1. Exceptional ability to understand and communicate with both verbal and written skills
2. Ability to operate various office machines and instructional technology
3. Ability to follow a flexible schedule and adapt to various environments
4. Demonstrated ability to relate effectively to students, teachers, staff, parents, and community members
5. Demonstrated ability to problem solve, make informed decisions, and communicate effectively with all stakeholders when presented with stressful situations
6. Demonstrated ability to organize and prioritize tasks
7. Such alternatives to the above qualifications as the Calvert County Public Schools may find appropriate and acceptable

#### **ESSENTIAL JOB FUNCTIONS, DUTIES & RESPONSIBILITIES:**

1. Provide instructional, behavioral and social emotional supports and services to students with disabilities.
2. Assist individual children in need of special attention in areas including, but not limited to, academics, social, emotional, behavioral supports and activities of daily living
3. Assist with the provision of specially designed instruction and consistent implementation of student(s)' Behavior Intervention Plan (BIP) under the direction of the teacher.
4. Assist in the implementation of and collection of data as required by the student's Individualized Education Program (IEP) and/or Behavior Intervention Plan (BIP)
5. Delivers academic interventions and implements proactive behavioral supports/ interventions
6. Intervenes in crisis situations in the school environment as needed, which may include use of non-violent CPI when student exhibits aggressive behavior
7. Assist students with personal hygiene, including toileting/changing and activities of daily living
8. Works with groups of students to reinforce material initially introduced by the teacher
9. Collaborate with a variety of educators and providers to implement students' IEPs across settings.
10. Assists individual children in need of special attention
11. Performs clerical duties
12. Guides independent study, enrichment work, and other student supports planned by the teacher.
13. Sets up, and/or operates, instructional technology, laboratory equipment, and computer programs
14. Assists teacher with implementation of classroom duties, routines, and instruction
15. Participates in professional learning opportunities
16. Provides periodic class coverage in absence of a classroom teacher
17. Positively interacts with others
18. Reports to work promptly every day
19. Meets deadlines
20. Duties listed are not intended to be all inclusive nor limit duties that might reasonably be assigned.

#### **OTHER DUTIES:**

(Duties listed are not intended to be all inclusive nor limit duties that might reasonably be assigned.)

Performs related work as required or assigned by the building principal or designee.

**PHYSICAL DEMANDS:**

Position is performed in a typical school environment. Significant periods of standing and walking are required.

Work may require physical as well as psychological confrontations with students who exhibit aggressive behaviors. Instructional Assistants assigned to serve students with physical disabilities may be required to lift or assist with lifting students at various times during the instructional day.

**UNUSUAL DEMANDS:**

None

**TERMS OF EMPLOYMENT:**

Ten (10) month position and salary commensurate with qualifications applied to the salary schedule for support employees (Scale 8). All employees are encouraged to have automatic payroll deposit.

**FLSA STATUS:**

Non-exempt

**EVALUATION:**

Performance will be evaluated in accordance with the policy on evaluation as established by the Calvert County Public Schools.

**EFFECTIVE DATE OF POSITION:**

Immediate Vacancy

**APPLICATION PROCEDURE:**

**This posting will remain open until filled.**

All applicants please apply through the applicant tracking system located on the Calvert County Public Schools' website – [www.calvertnet.k12.md.us](http://www.calvertnet.k12.md.us).

References must be directly related to education experience and must include immediate supervisor.

Prior to the filling of any vacancy, permanent employees who have requested a transfer in a timely manner shall be afforded an opportunity meet with the supervisor of the position for which the vacancy exists.

State law requires that anyone hired after October 1, 1986, who will have contact with school children, must be fingerprinted and submit to a criminal background investigation. Federal law requires that a new employee must complete the Employment Eligibility Verification (Form I-9) in person before beginning employment. Employment is conditional upon successful completion of a drug screen. Current employees of the Calvert County Public Schools are exempt from these requirements.

**House Bill 486 – Child Sexual Abuse and Sexual Misconduct Prevention Statement**

Pursuant to Section 6-113.2 of the Education Article, Annotated Code of Maryland - House Bill 486 - Child Sexual Abuse and Sexual Misconduct Prevention, all applicants are required to report all former employment where direct contact with minors may have occurred. The applicant must submit the contact information of the current employer, all former school employers, and all former employers not school related. Applicants should also include contact information for organizations where the

applicant has volunteered, coached, mentored, tutored or otherwise had direct contact with minors.

**Nondiscrimination Statement**

Calvert County Public Schools does not discriminate on the basis of race, color, religion, sex, age, ancestry or national origin, familial status, marital status, physical or mental disability, sexual orientation, gender identity and expression, or genetic information or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

- Director of Student Services
- Director of Human Resources  
443-550-8000

For further information on notice of non-discrimination, visit the Office for Civil Rights Complaint Assessment System at: <https://ocracas.ed.gov> or call 1-800-421-3481.

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**Anti-sexual, Anti-racial and Anti-disability Harassment Statement**

Discrimination can manifest itself in behaviors such as bullying, harassment, or intimidation of individuals.

Calvert County Public Schools does not tolerate any form of harassment including, but not limited to, sexual, racial, or disability. Any individual (student, employee, or community member) who believes that he or she has been subjected to any form of harassment is encouraged to report the allegation of harassment.

Students, parents and community members may report allegations of harassment to:

Ms. Cecelia Lewis  
Director of Student Services  
Calvert County Public Schools  
1305 Dares Beach Road  
Prince Frederick, MD 20678

Employees may report allegations of harassment to:

Mr. Zachary Seawell  
Director of Human Resources  
Calvert County Public Schools  
1305 Dares Beach Road  
Prince Frederick, MD 20678

Calvert County Public Schools is committed to conducting a prompt investigation for any allegation of harassment. If harassment has occurred, the individual will be disciplined promptly. Disciplinary actions for students found to have engaged in any form of harassment may result in suspension or expulsion. Disciplinary actions for employees found to have engaged in any form of harassment may result in suspension or termination.

Calvert County Public Schools encourages all students, parents, employees, and community members to work together to prevent any form of harassment.

For further information on notice of non-discrimination, visit the Office for Civil Rights Complaint Assessment System at: <https://ocracas.ed.gov> or call 1-800-421-3481.