

Approved August 24, 2015

**TITLE:                   Teacher Aide/Paraprofessional (Special Education)**

**QUALIFICATIONS:**

1. High School Diploma; college-level coursework in education or related field
2. Be highly qualified by completion of at least two years of college, obtain an associate's degree or higher, or pass the ParaPro assessment
3. Minimum experience as determined by the board
4. Demonstrated ability to assist with instructional activities and to communicate effectively with students, parents and school staff
5. Knowledge of diverse needs of children with disabilities and appropriate special education classroom practices
6. Required criminal history check and proof of U.S. citizenship or legal resident alien status

**REPORTS TO:**           Certified classroom teacher, principal and Director of Special Programs

**JOB GOAL:**

To assist the classroom teacher by working with individual and small groups of disabled students to provide them with physical help and emotional support as needed to gain optimum benefit from the district's special education program.

**PERFORMANCE RESPONSIBILITIES:**

1. Assists in taking care of the physical needs of the special education pupil, including putting on and taking off outerwear, moving from room to room, pupil hygiene, and using the lavatory. Assists with wash-up and toilet routines including diapering when necessary.
2. Assists with individualized instruction and works with small groups of students under the supervision of the special education teacher to reinforce material initially introduced by the teacher. Checks notebooks and supervises testing and make-up work as assigned by the teacher. Assists the teacher in implementing the pupils' goals as set by the IEP. Serves as a resource person, if and when requested, to the Child Study Team conferring about one of the students to whom assigned. Assists regular education teachers and special education teachers in devising special learning strategies and/or behavioral modifications based on understanding of individual students, their needs, interests and abilities. Assists the teacher in implementing behavioral management systems. Serves as a chief source of information and help to any substitute teacher assigned in the absence of the regular teacher. Implements changes to a pupil's program only in consultation with the classroom teacher, child study team, related services staff or administration.
3. Alerts the teacher to special needs of individual children.
4. Assists, where appropriate, in escorting children to arrival/departure areas, loading and unloading the special education pupil from transportation buses or vans.
5. Completes clerical duties as assigned by the special education classroom teacher, including collecting behavioral data. Helps maintain individual records for each child. Refers parent requests for information to the classroom teacher.
6. Assists teacher in the planning of the weekly schedule of activities and provides input in terms of student progress.

SPECIAL EDUCATION AIDE (continued)

7. Assists pupils with various projects, crafts, simple tasks such as sharpening pencils or carrying lunch trays, and curriculum tasks. Guides independent study, enrichment work and remedial work set up and assigned by the teacher. Helps students to master equipment or instructional materials assigned by the teacher.
8. Assists the teacher in maintaining neat work and study areas.
9. Assists with the supervision of children during emergency drills, assemblies, field trips and play periods. Assists in escorting children from one area to another. Assists in playground supervision. Guides children in working and playing harmoniously with other children. Assists during eating periods. Fosters good eating habits and table manners in children.
10. Engages children in conversation to encourage language development.
11. Establishes as fully as possible a supportive and sympathetic relationship with the student without fostering intense emotional involvement.
12. Aids physically handicapped children, particularly those who rely upon appliances and prosthetics.
13. Maintains confidentiality in accordance with district policy, and handbook. Handles sensitive and confidential information, documents, communications, incidents, etc., with discretion and in a conscientious manner.
14. Participates in staff meetings, professional development and training sessions as assigned.
15. Participates in restraining disruptive or dangerous physical behavior as requested or assigned.
16. Performs other appropriate duties as assigned by the special education teacher or building principal directly related to a good learning experience for special education pupils.

**TERMS OF**

**EMPLOYMENT:** Salary and work year to be determined by the board of education.

**ANNUAL**

**EVALUATION:** Performance of this job will be evaluated annually in accordance with NJ State law and the provisions of the board's policy on evaluations