

JOB DESCRIPTION

PATERSON BOARD OF EDUCATION

TEACHERS
3076 Preschool Intervention and
Referral Specialist – Early
Childhood Education
Page 1 of 8

JOB TITLE: PRESCHOOL INTERVENTION AND REFERRAL SPECIALIST –
EARLY CHILDHOOD EDUCATION

REPORTS TO: Assistant Superintendent/Director of Early Childhood Education/Supervisor
of Early Childhood Education

SUPERVISES: Students

NATURE AND SCOPE OF JOB:

The Preschool Intervention and Referral Specialist – Early Childhood Education consults with Master Teachers and preschool classroom teachers to adapt and modify teaching practices to help preschool children meet the Preschool Standards, as required by N.J.A.C. 6A:13A-4.4.

QUALIFICATIONS:

The Preschool Intervention and Referral Specialist – Early Childhood Education shall:

1. Hold a valid New Jersey educational services certificate in accordance with the requirements of N.J.S.A. 18A:27.1 et seq., and N.J.A.C. Title 6 Chapter 11 in one of the following areas:
 - Learning Disabilities Teacher Consultant endorsement (N.J.A.C. 6:11-11.13) and other appropriate endorsement(s) in accordance with the requirements of N.J.A.C. 6:11-10.1 et seq. (Learning Disabilities Teacher Consultant)
 - School Psychologist endorsement (N.J.A.C. 6:11-11.12) and other appropriate endorsement(s) in accordance with the requirements of N.J.A.C. 6:11-10.1 et seq. (School Psychologist)
 - School Social Worker endorsement (N.J.A.C. 6:11-11.8) and other appropriate endorsement(s) in accordance with the requirements of N.J.A.C. 6:11-10.1 et seq.
 - Speech Language Specialist or a Speech Correctionist endorsement (N.J.A.C. 6:11-11.9) and other appropriate endorsement(s) in accordance with the requirements of N.J.A.C. 6:11-10.1 et seq. (Speech Language Specialist)
 - Hold a New Jersey instructional certificate in accordance with the requirements of N.J.S.A. 18A:27:1 et seq., and N.J.A.C. Title 6 Chapter 11 with appropriate special education endorsement(s) (N.J.A.C. 6:11-8.3) and other endorsements for the position held (N.J.A.C. 6:11-6.1, 6.2, or 8.1 et seq.) (Special Education Teacher)
 - Hold a valid New Jersey educational services certificate in accordance with the requirements of N.J.S.A. 18A:27.1 et seq., and N.J.A.C. Title 6 Chapter 11 with a school psychologist endorsement (N.J.A.C. 6:11-11.12) and other appropriate endorsement(s) in accordance with the requirements of N.J.A.C. 6:11-10.1 et seq. (Behavioral Therapist)

JOB DESCRIPTION

PATERSON BOARD OF EDUCATION

TEACHERS

3076 Preschool Intervention and Referral Specialist – Early Childhood Education

Page 2 of 8

2. Have a minimum of three (3) years experience in areas related to early childhood education.
3. Demonstrate knowledge and understanding of early childhood education, child growth and development, effective instructional strategies, classroom management, learning assessment and diagnosis, and research related to learning and students needing to learn early childhood education.
4. Ability to assist preschool staff in addressing children's persistent challenging behaviors.
5. Have knowledge and training in early childhood education, child development, the district chosen curriculum, and the four levels of the Pyramid Model and Positive Behavior Supports (Fox, Jack, & Broyles, 2005).
6. Hold a valid driver's license with no serious violations.
7. Have excellent experience in working with children.
8. Have excellent integrity and demonstrate good moral character and initiative.
9. Exhibit a personality that demonstrates enthusiasm and interpersonal skills to relate well with students, staff, administration, parents, and the community.
10. Demonstrate the ability to communicate effectively in English, both orally and in writing, using proper grammar and vocabulary.
11. Demonstrate the ability to use electronic equipment for word processing, data management, information retrieval, visual and audio presentations, and telecommunications.
12. Provide proof of U. S. citizenship or legal resident alien status by completing Federal Form I-9 in compliance with the Immigration Reform and Control Act of 1986.
13. Provide evidence that a criminal record history check has been conducted and clearance has been given by the Department of Education, or, during the initial six month period provide a sworn statement that the individual has not been convicted of a crime or a disorderly person's offense in accordance with 18A:6-7.1.

JOB DESCRIPTION

PATERSON BOARD OF EDUCATION

TEACHERS
3076 Preschool Intervention and
Referral Specialist – Early
Childhood Education
Page 3 of 8

14. Provide evidence that health is adequate to fulfill the job functions and responsibilities with reasonable accommodation pursuant to 42 U.S.C. 12101 and in accordance with N.J.A.C. 6:3-4A.4.
15. Pass the State required Mantoux Intradermal Tuberculin Test as required by N.J.A.C. 6:3-4A.4.
16. Meet such alternatives to the above qualifications as the Superintendent may find appropriate and acceptable.

VERIFICATION OF COMPETENCY:

1. District application and resume.
2. Required documentation outlined in the qualifications above.
3. A minimum of three letters of reference from former employers, teachers, professors or other professional sources, or copies of recent evaluations and observations of teaching performance.
4. College transcripts.
5. Employment interview.

EMPLOYMENT TERMS:

The Preschool Intervention and Referral Specialist – Early Childhood Education shall be employed under the following terms:

1. Work year of ten months, plus twenty days in the summer.
2. Salary or hourly wage, benefits, and leave time as specified in the Collective Bargaining Agreement.
3. Conditions established by all laws and codes of the State, and all policies, rules, and regulations established by the Board of Education (N.J.S.A. 18A:27-4 et seq.).

JOB FUNCTIONS AND RESPONSIBILITIES:

The Preschool Intervention and Referral Specialist – Early Childhood Education shall:

JOB DESCRIPTION

PATERSON BOARD OF EDUCATION

TEACHERS

3076 Preschool Intervention and Referral Specialist – Early Childhood Education

Page 4 of 8

1. To provide support and suggested interventions to preschool teachers, families and other preschool and Early Childhood personnel so that all children can succeed within the general education classrooms.
2. Provide professional development to Early Childhood staff, classroom teachers, paraprofessionals, special education support staff, administrative staff, and parent and families on the district's social and emotional curriculum, CSEFEL, TACSEI and the four levels of the pyramid model including PBS, the district's PIRT Protocol and Request for Assistance (RFA).
3. Coordinate the administration of a developmentally based screening such as the Early Screening Inventory-Revised. (Meisels et al., 1997)
4. Establish a PIRT assistance Protocol including a Request for Assistance (RFA) form.
5. Establish and manage a case file for each child with an RFA, including a PIRT Intervention Plan if needed.
6. Conduct classroom visits to observe, coach, model strategies, make verbal and written recommendations, and provide feedback regarding a child's Intervention Plan.
7. Modify and adapt a child's Intervention Plan throughout the year as necessary.
8. Evaluate the progress of the child and, if necessary, facilitate a written referral to the school district Child Study Team as set forth in N.J.A.C 6A:14.
9. Facilitate the transition of all PIRT case files to kindergarten and CST as necessary.
10. Make Center visitations: model coach and provide feedback to teachers.
11. Develop, facilitate and present staff development instruction.
12. Manage program operational needs.
13. Accept special assignments.
14. Maintain activity log.

JOB DESCRIPTION

PATERSON BOARD OF EDUCATION

TEACHERS
3076 Preschool Intervention and
Referral Specialist – Early
Childhood Education
Page 5 of 8

15. Coordinate with direct service staff.
16. Maintain personal professional development.
17. Coordinating planning, time management, meetings deadlines.
18. Establish high standards and expectations for all students for academic performance and responsibility for behavior.
19. Display the highest ethical and professional behavior and standards when working with students, parents, school personnel, and other agencies associated with the school.
20. Provide instruction to teachers on how to establish a nurturing, supportive, and positive classroom climate that encourages student responsibility, using positive motivation, clear classroom routines, challenging instructional strategies, and effective classroom management techniques.
21. Discipline students in a fair and consistent manner, using school approved procedures.
22. Seek assistance of the parents and the Principal when needed.
23. Establish a professional rapport with teachers that earns their respect.
24. Communicate regularly with teachers, seeking their support and advice, so as to create a cooperative relationship to support the child in the school.
25. Teach how to assess and diagnose the learning, social, and emotional needs and styles of students, using a variety of assessment techniques and data.
26. Plan and adjust the learning experiences accordingly, requesting advice and assistance from specialists when appropriate.
27. Employ a variety of methods for students to demonstrate learning and accomplishments.
28. Maintain records and provide evidence of growth and progress to parents and to students.

JOB DESCRIPTION

PATERSON BOARD OF EDUCATION

TEACHERS

3076 Preschool Intervention and Referral Specialist – Early Childhood Education

Page 6 of 8

29. Demonstrate how to create a stimulating, attractive, organized, functional, healthy, and safe classroom, with proper attention to the visual, acoustic, and thermal environments.
30. Work cooperatively with adults assigned to the classroom (e.g., paraprofessionals, student teachers, parents, and volunteers), establishing clear expectations for roles and responsibilities.
31. Serve as a role model for other teachers, dressing and grooming professionally, demonstrating the importance and relevance of learning, accepting responsibility, and demonstrating pride in the honorable profession of teaching.
32. Maintain positive, cooperative, and mutually supportive relationships with the administration, instructional staff, students, parents, and representatives of resource agencies within the community.
33. Attend required staff meetings and serve, as appropriate, on staff committees. Participate in curriculum and program development, and in the selection of materials and equipment to support instruction.
34. Notify immediately appropriate personnel of evidence of substance abuse, child abuse, child neglect, severe medical or social conditions, potential suicide or individuals appearing to be under the influence of alcohol, controlled substances, or anabolic steroids.
35. Continue to grow professionally through collaboration with colleagues and professional growth experiences.
36. Summarize, interpret, and disseminate current developments in learning, instructional strategies and classroom management through reading of professional journals, participation in professional development, and involvement in professional organizations.
37. Complete the required 100 clock hours of State-approved continuing professional development every five years in accordance with State and district procedures, as specified in the Professional Improvement Plan (N.J.A.C. 6:11-13).
38. Recommend to the Principal the supplies and equipment needed to support instruction and assist with ordering, following established procedures.

JOB DESCRIPTION

PATERSON BOARD OF EDUCATION

TEACHERS
3076 Preschool Intervention and
Referral Specialist – Early
Childhood Education
Page 7 of 8

39. Maintain in safe working condition and safely operate electronic and other equipment needed to carry out job functions and responsibilities.
40. Protect confidentiality of records and information gained as part of exercising professional duties and use discretion in sharing such information within legal confines.
41. Perform any duties that are within the scope of employment and certifications, as assigned by the Principal and assigned supervisor, and not otherwise prohibited by law or regulation.
42. Adhere to New Jersey school law, State Board of Education rules and regulations, Board of Education policies and regulations, school regulations and procedures, and contractual obligations.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all inclusive. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential responsibilities and functions of the job.

Unless reasonable accommodations can be made, while performing this job the staff member shall:

1. Use strength to lift items needed to perform the functions of the job.
2. Sit, stand and walk for required periods of time.
3. Speak and hear.
4. Use close vision, color vision, peripheral vision and depth perception along with the ability to focus vision.
5. Communicate effectively in English, using proper grammar and vocabulary. American Sign Language or Braille may also be considered as acceptable forms of communication.
6. Reach with hands and arms and use hands and fingers to handle objects and operate tools, computers, and/or controls.

JOB DESCRIPTION

PATERSON BOARD OF EDUCATION

TEACHERS
3076 Preschool Intervention and
Referral Specialist – Early
Childhood Education
Page 8 of 8

ENVIRONMENTAL DEMANDS:

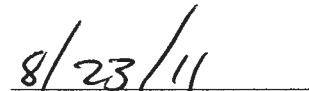
The environmental demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all inclusive.

1. Exposure to a variety of childhood and adult diseases and illnesses.
2. Occasional exposure to a variety of weather conditions.
3. Exposure to heated/air conditioned and ventilated facilities.
4. Exposure to a building in which a variety of chemical substances are used for cleaning, instruction, and/or operation of equipment.
5. Function in a workplace that is usually moderately quiet but that can be noisy at times.

EVALUATION

The Assistant Superintendent/Director/Supervisor – Early Childhood Education shall evaluate the Preschool Intervention and Referral Specialist – Early Childhood Education in accordance with Policy Nos. 3221 or 3222, Regulation Nos. 3221 or 3222, this Job Description and such other criteria as shall be established by the Board of Education.


Approved


Date