



Job Description

POSITION TITLE: Instructional Assistant – Deaf and Hard of Hearing (DHH) #2484

SALARY PLACEMENT: CSEA 1 Salary Schedule
R03

SUMMARY OF POSITION:

Under direction of management personnel and certificated staff, assist certificated staff in the instruction, supervision and training of individuals or groups of students (average ages 1 1/2 to 22 years) with a variety of special education needs; perform a variety of instructional services within a well-defined framework of policies and procedures; provide a range of instructional training experiences in a variety of educational environments which may include specific classrooms, learning centers, vocational programs, the community and/or other instructional facilities; may serve students with any or a combination of, the following conditions: intellectual disability; severe physical/medical involvement; communication disorders (to include non-verbal); hearing/vision impairment; learning disorders; emotional disturbances; behavior disorders and to perform related duties as assigned. Instructional Assistant works closely with teacher and follows detailed instruction and/or established practices and procedures on most duties. Contact with others primarily includes certificated staff, COE employees, parents, and other school district staff. This position will require the candidate to communicate with students using sign language, finger spelling and other forms of communication skills with deaf and hard-of-hearing students.

MINIMUM QUALIFICATIONS – EDUCATION, TRAINING, AND/OR EXPERIENCE:

Equivalent of the completion of the twelfth grade. Demonstrated proficiency in basic reading, writing and math skills at a level required for high school seniors. Knowledge and experience of interpreting strategies, techniques, and training necessary to accommodate individual needs of students in a variety of educational settings, or a candidate with a Deaf Studies degree or coursework in a related field, or an assessment of signing skills in lieu of coursework will be considered.

DESIRABLE QUALIFICATIONS – EDUCATION, TRAINING, AND/OR EXPERIENCE:

Ability to adapt curriculum as needed under direction of teacher(s). Willingness to perform routine and repetitive work to completion; participate in strenuous physical activity. Successful experience interacting with youth, preferably youth with special needs. Experience working in an instructional environment. Experience or education in the areas of child development. Course work and proficiency with sign language skills preferred.

ESSENTIAL FUNCTIONS:

1. Assist in instruction including (but not limited to):
 - vocational skills - job- and work-related tasks
 - academics - reading, writing, math, science
 - motor skills - physical education, body awareness
 - speech/language - communication skills
 - leisure/recreation - recess, games, outing, breaks
 - domestic skills - food preparation, housekeeping
 - self-help - toileting, feeding, personal hygiene, dressing, etiquette, and manner
2. Maintain an effective learning environment through student supervision, class management, and student discipline.
3. Make effective use of material, media, audio-visual, equipment, and supplies.
4. Prepare instructional materials to include worksheets and manipulatives.
5. Perform a variety of clerical tasks, including typing; making copies; collating; gathering resource information/materials; filing; taking and relaying messages; etc.

6. Contribute relevant feedback/information on student progress through observation, interaction and maintaining accurate records.
7. Participate in job-related meetings as requested.
8. Maintain informational and operational records and files, including test/homework scores, student work, meal counts, incident reports and other records related to students' instruction.
9. Monitor and assist students in using adaptive devices, i.e., electric wheelchairs; hearing aids; voice output devices, VI/DHH technology, and various recreational equipment.
10. Maintain cooperative relationships with all parents/care providers, staff, and students.
11. Maintain strict confidentiality on all job-related matters.
12. Be flexible and receptive to change.
13. Perform other related duties as required.

PHYSICAL REQUIREMENTS:

Employees in this position must have the ability to:

1. Sit and stand for extended periods of time.
2. Exhibit manual dexterity to enter data into a computer, and to perform assigned classroom tasks using both hands.
3. See and read a computer screen and printed matter with or without vision aids.
4. Physical agility to lift up to 25 pounds to shoulder height and 50 pounds to waist height; and to bend, to stoop, to sit on the floor, to climb stairs, to walk and to reach overhead.
5. Physical capacity to lift, move, and position disabled persons up to age 22 whom may weigh 150 pounds or more.

WORK ENVIRONMENT:

Employees in this position will be required to work indoors and outdoors in a school environment and come in direct contact with students, SJCOE staff, district office staff, and the public.

7/8/2025 final sc