

Job Description

Job Title: **Paraeducator, Special Programs, Deaf/Blind Intervener Tech**
 Job Family: **School Based Support**
 Pay Program: **Classified**
 Prepared/Revised Date: **May 2026**

Job Code: **260505**
 FLSA Status: **Non-Exempt**
 Pay Range: **G 8**
 Typical Work Year: **9 months**

SUMMARY: Perform a full range of educational/non-educational duties for the specific intensive needs of one student. Provide support as needed including instructional support, lunch/recess, and personal needs. Provide access to information and communicate and facilitate the development of social and emotional well-being for a child with deafblindness. This position is considered temporary and is based on the needs of one individual student.

ESSENTIAL DUTIES AND RESPONSIBILITIES: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.*

Job Tasks Descriptions	Frequency	% of Time
1. Serve as a Deaf/Blind Intervener Technician, offering direct 1:1 support to a student with deafblindness, as outlined in their Individualized Education Plan (IEP). Follows the student's IEP, applying modifications, and using instructional techniques recommended by certified special education and related staff. Ensure consistent access to instructional content and environmental information, which is typically gained by peers through sight and sound. Instruction may be provided in the student's home, if approved by the IEP team.	D	50%
2. Support the special education teacher by assisting with the preparation of the Individualized Education Program (IEP), curriculum adaptation to match student learning levels, and the development of individualized, accommodated classroom materials. Attend scheduled planning and feedback meetings with the teacher and the related services team. Provide support to classroom teachers as necessary for the individual student's needs, and occasionally for the classroom, as directed by the teacher. Function as a resource for other staff members on topics related to deafblindness.	D	15%
3. Facilitate and support the student's receptive and expressive communication development and utilization. Serve as a communication bridge, modeling the student's specific communication system for others, to foster successful interaction within a safe and supportive environment. Promote the student's social and emotional well-being by assisting in the formation and maintenance of trusting, interactive relationships, increasing social connections, and encouraging participation in activities.	D	15%
4. Provide direct assistance with a student's personal needs, which includes tasks such as feeding, lifting, bathroom assistance, and diapering. Monitor the students' health and report any changes to the appropriate staff members. Supervise the individual student during recess and in the cafeteria. Facilitate and accompany the student during transitions, including on and off the bus and within the school building.	D	10%
5. Communicate updated information concerning students' performance, progress, behavior, health, emotions, and concerns in a timely manner. Encourage and ensure appropriate student performance/behavior. Model appropriate expectations and behavior for students.	D	5%
6. Perform other job-related duties as assigned.	Ongoing	5%
TOTAL		100%

EDUCATION AND RELATED WORK EXPERIENCE:

- High School Diploma or equivalent
- Associate's degree or equivalent preferred
- Must have completed or be actively participating in the Deaf/Blind cohort through CDE
- CPR and First Aid certifications
- Basic sign language skills
- Experience preferred in working with students who have deaf/blindness or dual sensory loss
- Experience working in a school district or educational setting

LICENSES, REGISTRATIONS or CERTIFICATIONS:

- Criminal background check required for hire.
- Ability to successfully complete a pre-hire, post-offer physical examination.
- Universal Precautions training required within (3) months after entering position.
- Must successfully complete the Adams County BOCES Safety Training Class within 30 days of entering position.

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:

- Intermediate verbal and written communication skills.
- Advanced interpersonal relations skills.
- Advanced organizational skills.
- Ability to work independently and collaboratively with others.
- Ability to diffuse and manage volatile and stressful situations.
- Ability to maintain confidentiality in all aspects of the job.
- Ability to work one-on-one and in small groups with students.
- Ability to work with medically fragile or behaviorally intensive children.
- Ability to provide high levels of patience, compassion, and understanding.
- Ability to effectively facilitate the deafblind intervener intervention process.
- Basic writing, math and computer skills.
- Ability to translate information from and into sign language or other alternative forms of communication.
- Ability to keep up-to-date technically and apply new knowledge to your job. Includes adapting to and mastering new system applications and processes as implemented by the district or department.
- Ability to promote and follow Board of Education policies, District policies, building and department procedures.
- Ability to communicate, interact and work effectively and cooperatively with all people including those from diverse backgrounds. Willingness to contribute to cultural diversity for educational enrichment.
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize appropriate safety equipment and report unsafe conditions to the appropriate administrator.
- Ability to stay current with district policy, standards and training in the areas of data quality, data privacy, and cyber security with respect to student and staff data, and related information systems.

MATERIAL AND EQUIPMENT OPERATING KNOWLEDGE:

- Operating knowledge of district information technology systems and any other department specific software and equipment required within 2 months after entering position.
- Operating knowledge of and experience with typical office equipment, such as telephones, copiers, E-mail, etc.
- Operating knowledge of various Assistive Technology operating systems or willing to be trained.
- Operating knowledge of access technology for the Blind/Visually Impaired preferred at hire.
- Operating knowledge of Hearing Assistance Technology.

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

	POSITION TITLE	JOB CODE
Reports to:	Teacher, Deaf/Hard of Hearing or BASE Director	173099/1052

	POSITION TITLE	# of EMPLOYEES	JOB CODE
Direct reports:	This job has no direct supervisory responsibilities.		

- Responsible for supervising the behavior and well-being of students in a variety of settings.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS: *The physical demands, work environment factors and mental functions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand			X	

PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Walk			X	
Sit			X	
Use hands and fingers, handle and/ or feel				X
Reach with hands and arms				X
Climb or balance	X			
Stoop, kneel, crouch, or crawl		X		
Talk				X
Hear	X			
Taste	X			
Smell	X			

WEIGHT and FORCE DEMANDS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds				X
Up to 25 pounds		X		
Up to 50 pounds			X	
51 to 100 pounds	X			
More than 100 pounds	X			

MENTAL FUNCTIONS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Compare				X
Analyze				X
Communicate				X
Copy		X		
Coordinate		X		
Instruct				X
Compute		X	X	
Synthesize				
Evaluate			X	
Interpersonal Skills				X
Compile		X		
Negotiate			X	

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	X			
Work near moving mechanical parts	X			
Work in high, precarious places	X			
Fumes or airborne particles	X			
Toxic or caustic chemicals	X			
Outdoor weather conditions		X		
Extreme cold (non-weather)	X			
Extreme heat (non-weather)	X			
Risk of electrical shock	X			
Work with explosives	X			
Risk of radiation	X			
Vibration	X			

VISION DEMANDS:	Required
No special vision requirements.	
Close vision (clear vision at 20 inches or less)	X
Distance vision (clear vision at 20 feet or more)	
Color vision (ability to identify and distinguish colors)	X
Peripheral vision	
Depth perception	
Ability to adjust focus	

NOISE LEVEL:	Exposure Level
Very quiet	
Quiet	
Moderate	X
Loud	
Very Loud	