

Instructional Aides - Negaunee Public Schools

CLASSROOM - General Education or Inclusive Setting: Provide instructional and behavioral support under the direction of the classroom teacher to promote student learning and engagement.

- Reinforce lessons and learning activities introduced by the teacher.
- Support students during instructional, transition, and routine times.
- Assist in preparing and organizing classroom materials.
- Provide supervision during recess, meals, or other non-classroom settings.
- Model positive communication and behavior expectations.
- Offer individualized or small-group academic support as directed.
- Help maintain a safe, inclusive, and supportive classroom environment.

LRE - Least Restrictive Environment: Support students with IEPs in general education settings, ensuring access to instruction and inclusion with peers.; some instruction may take place in a resource room.

- Assist students in participating in classroom activities alongside peers.
- Implement accommodations and modifications as directed by the special education teacher.
- Support behavior plans and promote positive social interactions.
- Collect data.
- Provide small-group or one-on-one assistance as needed.
- Monitor student progress and share observations with teaching staff.
- Encourage independence and self-regulation within the classroom routine.
- Maintain confidentiality and uphold all IEP-related supports.
- May require Handle With Care Training

ECSE - Early Childhood Special Education: Assist in implementing early intervention and preschool special education services for young learners with developmental delays or disabilities.

- Support children in daily routines (arrival, centers, snack, play, toileting).
- Facilitate social-emotional, language, and motor development activities.
- Follow guidance from the ECSE teacher and related service providers (speech, OT, PT).
- Collect informal data or observations related to IEP goals.
- Promote communication and peer interaction through play-based learning.
- Assist with adaptive equipment, positioning, or mobility as needed.
- Maintain a nurturing and developmentally appropriate environment.
- May require Handle With Care training

HNRR - High Needs Resource Room: Support students with intensive academic, behavioral, or functional needs in a resource room or specialized instructional setting.

- Implement individualized supports and assistive technology as specified in IEPs.
- Provide direct academic and behavioral support under teacher direction.
- Help with personal care or self-help tasks when needed.
- Monitor student engagement and progress during small-group instruction.
- Reinforce communication and social skills targeted in instruction.
- Support transitions between settings and ensure student safety.
- Assist in data collection and documentation of student performance.
- Assist with Activities of Daily Living
- Requires Handle With Care training

Rate of Pay: According to current MESPA Agreement, Article 19

Minimum Qualifications:

- High school graduate or equivalent.
- Ability and willingness to be on the floor, lift and position students, carry out feeding, health, hygiene, toileting and other required routines.
- Ability and willingness to assist in instructional, physical and behavioral management support as directed by teachers and/or therapists.
- Knowledge and ability to use the latest in assistive technology.
- Energetic, warm personality, ability to relate to children and parents, good communication skills, sincere interest in children, polite, courteous and tactful.