



# Poudre School District

## HUMAN RESOURCES DEPARTMENT

### JOB DESCRIPTION

Job Title: **Paraprofessional Newcomer Mental Health** FLSA Status: **Non-Exempt**  
 Job Family: **Instructional Support** Pay Range: **PT20H**  
 Prepared/Revised Date: **December 19, 2023** Job Code: **41580**

**SUMMARY:** Responsible for providing support and assistance to newcomer students experiencing mental health needs and/or traumas so that they may fully participate in class and school activities. Tutor and reinforce social skills, linguistic and cultural competencies, communicate with staff, collect data, and work on special assignments as assigned by the teachers, counselors, newcomer mental health specialists, principals, and/or directors.

**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 accommodations may be made to enable individuals with disabilities to perform the essential functions. Frequency of duties, percent of time and work year may vary based on department or building assignment.*

Description of Job Tasks	Frequency	% of Time
	Daily = <b>D</b> Weekly = <b>W</b> Monthly = <b>M</b> Quarterly = <b>Q</b> Annually = <b>A</b>	On an annual basis, e.g. 10 hours of a 40 hour work week = 10/40 = 25%
1. Provide direct support for newcomer students experiencing mental health needs and/or trauma by connecting with students and providing individualized support around connection and belonging in the following settings: classroom, lunch, recess, specials, small groups, etc. Support restorative practices with newcomers and peers as needed.	D	40%
2. Teach and support strategy acquisition in the areas of; culturalization, resiliency, language coping, cultural and classroom expectations, etc. Tutor in language acquisition, self-advocacy skills, study skills, etc. Facilitate social skills acquisition, help connect with peers and peer mentors, and build gradual release plans for all supports.	D	30%
3. Communicate and collaborate with the teacher, counselor, family liaison and newcomer mental health specialist staff regarding student need areas and provide updates on progress toward goals. Collaborate and communicate with other team members as needed.	D	14%
4. Attend and assist staff with special projects, ie., parent/teacher conferences, school events, meetings, etc. as needed. Attend/complete job trainings as required.	D	10%
5. Attend work and arrive in a timely manner.	D	1%
6. Perform other duties as assigned.	Ongoing	5%
	<b>TOTAL=</b>	<b>100%</b>

#### **EDUCATION AND RELATED WORK EXPERIENCE:**

- High school diploma or equivalent
- One year of related experience
- Experience or education in the fields of school-based counseling and/or mental health preferred
- Experience working with immigrant students and/or students who have experienced trauma preferred
- Equivalent combination of education and experience acceptable

#### **LICENSES, REGISTRATIONS or CERTIFICATIONS:**

- Criminal background check required for hire
- Crisis Prevention Institute (CPI) required within 3 months of hire



**TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:**

- Bilingual Spanish/English oral communication required
- English oral and written communication skills
- Interpersonal relations skills
- Ability to facilitate problem-solving
- Mathematical skills including basic calculation and application of basic math concepts
- Ability and desire to work with students and trauma needs
- Ability to diffuse volatile student situations
- Ability to maintain confidentiality in all aspects of the job
- Ability to participate and work in a team environment
- Ability to manage multiple tasks with frequent interruptions, use time efficiently, demonstrate attention to detail, follow instructions and respond to management direction
- Ability to maintain honesty and integrity in all aspects of the job
- Ability and willingness to adhere to attendance requirements, including regular and punctual employee presence
- Ability to promote and follow Board of Education policies, District policies, administrative guidelines and building and department procedures
- Ability to communicate, interact and work effectively and cooperatively with people from diverse ethnic and educational backgrounds
- 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

**MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:**

- Operating knowledge of and experience with personal computers and peripherals
- Operating knowledge of and experience with office software
- Operating knowledge of and experience with typical office equipment, such as telephones, copier, fax machine, E-mail, etc.

**REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:**

	POSITION TITLE	# of EMPLOYEES
<b>Direct reports:</b>	This job has no direct supervisory responsibilities.	

**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	
Walk			X	
Sit			X	
Use hands to finger, handle or feed				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



WEIGHT and FORCE DEMANDS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 50 pounds		X		
Up 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	
Synthesize		X		
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)	X
Color vision (ability to identify and distinguish colors)	
Peripheral vision	X
Depth perception	
Ability to adjust focus	X

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