



Poudre School District

HUMAN RESOURCES DEPARTMENT

JOB DESCRIPTION

Job Title:	Project SEARCH Program Specialist	FLSA Status:	Exempt
Job Family:	Licensed	Pay Range:	T Salary Schedule
Prepared/Revised Date:	March 31, 2022	Job Code:	21272

SUMMARY: Responsible for planning, coordinating, implementing, and monitoring all aspects of the Integrated Services Post High School Project SEARCH Transition Program in collaboration with and under the direction of the Integrated Services Assistant Director of Transition Programs. Project SEARCH is a dedicated national program focused on providing education and training to young adults with intellectual and developmental disabilities. This is accomplished through an innovative workforce and career development model that benefits the individual, workplace, and community. The primary goal of Project SEARCH is to prepare each intern for competitive employment upon completion of a one-year skill-building experience. Project SEARCH has grown from one original program site at Cincinnati Children’s Hospital to over 200 across 43 states and four countries.

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.

DESCRIPTION OF JOB TASKS	
1.	Develop, plan, prepare, and instruct functional academics, interpersonal skills, employment and work adjustment skills, activities of daily living, and community safety to students with a wide range of abilities and skills.
2.	Develop and implement Individualized Education Plan (IEP) goals, objectives, services, and transition plans.
3.	Organize and facilitate schedules of students and paraprofessionals.
4.	Recruit appropriate students for Project SEARCH program.
5.	Identify internship sites within the host business that build a repertoire of marketable skills that lead to competitive, integrated employment.
6.	Facilitate regular Employment Planning Meetings with interns, families, and agency personnel to determine career interests, specific job preferences, skills, and abilities to design an individualized approach to job development.
7.	Assess intern progress frequently, communicate progress regularly to the intern’s team and make instructional and training adjustments and provide interventions for interns who are not making progress.
8.	Actively participate in Project SEARCH Steering Committee and onsite team meetings.
9.	Coordinate modifications and accommodations for students in site-based settings and within community-based work and activities.
10.	Maintain and report: <ul style="list-style-type: none"> a. Documentation pertinent to academic, social, and emotional progress and/or needs of students. b. Attendance and grades in the Student Information System. c. Annual and monthly program budget. d. Health Department requirements in the program kitchen/cooking. e. School lunch program with the Child Nutrition department.
11.	Communicate with students, families, and staff about students’ progress, needs and program activities.
12.	Connect students to appropriate community services such as State Rehabilitation Services or local Developmental Disabilities agencies through referral and eligibility processes.



DESCRIPTION OF JOB TASKS
13. Collaborate: a. With teachers, support personnel, administrators, and other special education providers to enhance instruction and improve student outcomes. b. With outside agencies and businesses to promote student success. c. With colleagues in team and building-based meetings and discussions. d. With the business liaison, onsite team, and job developer (external) to secure competitive, integrated employment at the host business or in the community.
14. Demonstrate a commitment to: a. Understand, appreciate, and make accommodations for student diversity. b. Include and engage families in the student's education and post-school transition plans/goals. c. Support all Poudre School District policies, procedures, and expectations. d. Provide personal and professional excellence.
15. Participate in: a. Student and/or family conferences, IEP meetings, and other meetings, including planning meetings for prospective students b. Social, cultural, interscholastic, and extracurricular activities. c. Professional growth opportunities.
16. Attend work and arrive in a timely manner.
17. Perform other duties as assigned.

EDUCATION AND RELATED WORK EXPERIENCE:

- Bachelor's degree with proper teaching licensure program required.
- Experience in an educational setting with students with special needs preferred.

LICENSES, REGISTRATIONS, or CERTIFICATIONS:

- Criminal background check required for hire.
- Valid Colorado teaching license with appropriate endorsements required, including CTE credential or willingness to acquire credential.
- CPR and First Aid certifications encouraged.

TECHNICAL SKILLS, KNOWLEDGE, & ABILITIES:

- Oral and written communication skills.
- English language skills.
- Interpersonal relations skills.
- Math and accounting skills.
- Critical thinking and problem-solving skills.
- Bilingual oral and written communication skills preferred.
- Ability to work supportively with other teachers, staff, and administrators to provide an effective learning environment.
- Ability to communicate with students, parents/guardians, staff, and community members.
- Ability to be a part of and work with a team.
- Ability to maintain confidentiality in all aspects of the job.
- Ability to manage multiple priorities.
- Ability to manage multiple tasks with frequent interruptions.
- 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, Superintendent policies, 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 Microsoft Word, Excel, PowerPoint, Access, Publisher, Outlook, FrontPage, and/or other department software packages.
- Operating knowledge of and experience with typical educational/instructional technology equipment and programs.
- Operating knowledge of and experience with typical office equipment.

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

	POSITION TITLE	# of EMPLOYEES
Direct reports:	This job has no direct supervisory responsibilities.	0

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 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			
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



MENTAL FUNCTIONS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
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	
Depth perception	
Ability to adjust focus	X

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