



Poudre School District

HUMAN RESOURCES DEPARTMENT

JOB DESCRIPTION

Job Title: **Paraprofessional, Early Childhood**
 Job Family: **Instructional Support**
 Prepared/Revised Date: **May 5, 2016**

FLSA Status: **Non-Exempt**
 Pay Range: **PT07H**
 Job Code: **41503**

SUMMARY: Responsible for assisting the early childhood teacher with implementing instruction and/or reinforcing learning skills in one-on-one, small and/or large groups of children ages 3 - 5. Assist with assessing students, preparing classroom materials, completing paperwork, maintaining files, documenting student achievement and/or monitoring students.

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 = D Weekly = W Monthly = M Quarterly = Q Annually = A	On an annual basis, e.g. 10 hours of a 40 hour work week = 10/40 = 25%
1. Assist the classroom early childhood teacher with implementing instruction and reinforcing learning skills in one-on-one, small, and/or large groups of children ages 3 - 5. Implement and support the early childhood teacher's instruction plan, including assisting with the development of the academic and social/emotional instructional content, format, classroom environment and daily schedule for morning and afternoon classrooms.	D	60%
2. Support the classroom teacher in the assessment of children formally using Teaching Strategies GOLD three times a year and on an ongoing informal basis through the development of anecdotes, portfolios and the use of classroom assessments.	D	10%
3. Assist teacher in preparing classroom materials, completing paperwork, maintaining files and documenting student achievement.	D	10%
4. Monitor students in classroom and during, recess, on field trips, getting on and off the bus, etc. Reinforce classroom rules and expectations and implement behavioral techniques and methods appropriate to students' circumstances.	D	10%
5. Support the classroom teacher in communicating the child's daily progress with parents or other staff who work with the child.	D	3%
6. Assist early childhood teacher and/or administration with special projects.	D	2%
7. Attend work and arrive in a timely manner.	D	1%
8. Attend appropriate in-services, building meetings, training, IEP meetings, parent conferences, school functions and/or home visits (Head Start families).	M	1%
9. Perform other duties as assigned.	Ongoing	3%
	TOTAL =	100%



EDUCATION AND RELATED WORK EXPERIENCE:

- Associate’s degree required, Bachelor’s degree preferred.
- Minimum of a Level II in the Professional Development Information System (PDIS) of Colorado Shines
- One year of related experience
- Experience working with students in a school setting preferred
- Equivalent combination of education and experience acceptable

LICENSES, REGISTRATIONS or CERTIFICATIONS:

- Criminal background check required for hire
- CPR and First Aid certifications within 30 days of hire
- PSD Blood Borne Pathogens course completed within 30 days of hire
- PSD Medication Administration course completed within 30 days of hire
- Valid Early Childhood medical statement completed within 30 days of hire
- Current immunizations statement completed within 30 days of hire

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:

- Oral and written communication skills
- English language skills
- Interpersonal relations skills
- Mathematical skills including basic calculations and application of basic math concepts
- Bilingual oral and written communication skills may be required or preferred
- Ability to understand diverse learning needs, second language instructional practices and special education modifications in children
- Ability to maintain confidentiality in all aspects of the job
- 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, Superintendent policies, and building and department procedures
- Ability to participate and work in a team environment
- 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:

- Basic operating knowledge of and experience with personal computers, peripherals and media equipment
- Basic 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
Direct reports:	This job has no direct supervisory responsibilities.	

- Responsible for supervising the behavior and well-being of students in the classroom, getting on and off the bus, on recess, on field trips, etc.



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	
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	