



# Poudre School District

## HUMAN RESOURCES DEPARTMENT JOB DESCRIPTION

Job Title: **Paraprofessional Integrated Services I**  
Job Family: **Instructional Support**  
Prepared/Revised Date: **January 17, 2022**

FLSA Status: **Non-Exempt**  
Pay Range: **PT10H**  
Job Code: **41606**

**SUMMARY:** Responsible for assisting the General Classroom or Special Education Teacher by providing instructional and physical support for students with mild to moderate physical disabilities, emotional disabilities and/or special needs so that they may fully participate in class activities. Assist students with personal care, social skills and/or self-awareness. Assist teacher with classroom materials and clerical skills and monitor 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 = <b>D</b><br>Weekly = <b>W</b><br>Monthly = <b>M</b><br>Quarterly = <b>Q</b><br>Annually = <b>A</b> | On an annual basis, e.g. 10 hours of a 40 hour work week = 10/40 = 25% |
| 1. Assist the General Classroom or Special Education Teacher with implementing instruction and reinforcing learning skills in individual or small groups, adapting curriculum to individual student needs and monitoring and enforcing acceptable social and physical behavior for students with learning disabilities, mild or moderate physical disabilities, emotional disabilities and/or special needs.  | D  | 40%  |
| 2. Assist students with personal care, social skills, and/or self-awareness and in getting to and from bus stops, restrooms, lunchrooms, etc. May be required assist students with personal health and hygiene, including spoon feeding, tube feeding, toileting, catheterization, diapering, lifting or pushing students in wheelchairs. May use alternative language such as sign language or voice activated computer systems. May adapt classroom materials for use by a student with a hearing or vision disability. | D  | 20%  |
| 3. Assist teacher in preparing materials, administering tests, grading, taking attendance, completing paperwork, maintaining files, evaluating and recording student achievement and maintaining student records.   | D  | 15%  |
| 4. Monitor students in classroom and during breaks, lunch, recess, time outs, on field trips, getting on and off the bus, etc. Reinforce school-wide discipline procedures.   | D  | 15%  |
| 5. Assist Teacher and/or administration with special projects.  | D  | 5%   |
| 6. Attend work and arrive in a timely manner.   | D  | 1%   |
| 7. Attend appropriate in-services, building meetings, training, IEP meetings, parent conferences and/or school functions.   | M  | 2%   |
| 8. Perform other duties as assigned.  | Ongoing  | 2%   |
|   | <b>TOTAL=</b>  | <b>100%</b>  |

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

- High school diploma or equivalent
- One year of related experience
- Experience working with special needs students 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
- Special Education Paraprofessional Academy classes (5 in first 2 years 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
- Personal computer and keyboarding skills
- Bilingual oral and written communication skills may be required or preferred
- Ability and desire to work with students with various mild to moderate physical disabilities, emotional disabilities and special needs
- Ability to diffuse volatile student situations
- 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 lift and transfer students, provide behavior supports including de-escalation and physical assistance, and follow health care procedures that could include feeding, personal care, etc.
- 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 |
|------------------------|--|----------------|
| <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         |            |          |



| PHYSICAL ACTIVITIES:           | Amount of Time |           |            |          |
|--------------------------------|----------------|-----------|------------|----------|
|                                | None           | Under 1/3 | 1/3 to 2/3 | Over 2/3 |
| 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        |



| <b>NOISE LEVEL:</b> | <b>Exposure Level</b> |
|---------------------|-----------------------|
| Very quiet          |                       |
| Quiet               |                       |
| Moderate            | x                     |
| Loud                |                       |
| Very Loud           |                       |