

# OLYMPIA SCHOOL DISTRICT NO. 111

## Job Category: Classified

Posting Dates: September 12 - 18, 2017

The Olympia School District Human Resources Office is now accepting applications for the following positions. Interested district employees may submit a transfer request by calling the District Human Resources Office at 596-6185 prior to the deadline date.

<b>Position</b>	<b>Hours/FTE</b>	<b>Location</b>
<b>Paraeducator – 1:1 Student Specific</b>	<b>5.0 hpd/One-Year Only (Plus 9 paid holidays)</b>	<b>McLane</b>
<i>This position will accompany a male student.</i>		
<i>Minimum educational qualifications:</i>		
<ul style="list-style-type: none"><li>•Be at least age 18 and hold a high school diploma or equivalent; and</li><li>•Have received a passing grade on the Education Testing Service's Paraeducator Assessment; or</li><li>•Hold an Associate of Arts degree; or</li><li>•Have earned 72 quarter credits or 48 semester credits at an institution of higher education; or</li><li>•Have completed a registered apprenticeship program.</li></ul>		
Salary: OPA Salary Schedule – \$15.32 - \$19.46 per hour		

**Purpose Statement:** The job of "1:1 Student Specific Para Educator" is done for the purpose of assisting in the supervision and instruction of individual students. *1:1 Para Educators* work directly with staff and students to enable student placement in least restrictive educational environment.

### Essential Job Functions:

- **Assist** certificated staff for the purpose of implementation of plans related to IEP program development, including but not limited to functional behavioral assessments, behavior intervention plans and aversive therapy plans, and activities related to communication and OT/PT IEP goals.
- **Assist** certificated staff with creation of necessary educational materials to enable student progress toward IEP goals and objectives.
- **Collect** and communicate relevant data for the purpose of assisting certificated staff in evaluating students' progress.
- **Administer** first aid, medical assistance and/or address health care needs, including personal hygiene and toileting assistance when necessary.
- **Maintain** students' files, records, etc. for the purpose of developing appropriate educational programs for students who qualify for special education.
- **Monitor** students, across educational settings, for the purpose of providing a safe and positive learning environment, including facilitating necessary accommodations and modifications to curriculum, materials and schedules.
- **Assist** other personnel, as may be required, for the purpose of increasing staff capacity to implement identified student programs, including instructional and behavioral plans. This would include supporting other staff, as may be necessary, in any aspect of their assigned duties to support students.
- **Collaborate** effectively with other personnel for the purpose of evaluation of students' progress and/or implementing of students' objectives.
- **Contribute** to a positive and productive learning environment for students and staff.
- **Maintain** confidentiality in communications regarding students, staff, and parents.
- **Facilitate** student independence in the instructional setting in a positive and productive manner.
- **Participate** in team meetings for the purpose of collaborating and sharing information, and necessary trainings to improving one's skills/knowledge.

## Job Requirements - Qualifications:

- **Education Required:** High school diploma or equivalent, **AND** when applicable successful completion of the Educational Testing Service (ETS) Exam, **OR** 72 quarter or 48 semester credits at an institution of higher education (official transcript is required), **OR** an Associate's (or higher) degree (official transcript is required).
- **Criminal Justice Fingerprint Clearance.**
- **Experience:** Prior job related experience with school age children who qualify for special education.
- **Participate** in all OSD required health related trainings. First Aid and CPR Training may be required.
- **Willingness** to participate in appropriate training to gain necessary skills to perform this position, e.g. Type II License, Food Handlers Permit.
- **Right Response Certification** or willingness to obtain and maintain.

## Skills, Knowledge and/or Abilities Required:

- **Perform** basic clerical functions; perform basic arithmetic calculations; operate standard office equipment; use English in verbal and written form, with correct grammar, punctuation and spelling.
- **Create** effective visual supports, student schedules, and reward systems.
- **Provide** for special health care needs of students including personal hygiene and toileting/diapering as necessary.
- **Implement** instructional techniques effective with students with significant needs, and necessary modifications to meet those needs.
- **Understand** and carry out oral and written instructions; maintain confidentiality of student records; meet schedules and deadlines; read/interpret/apply rules, regulations, policies; rapidly learn methods and materials used in instructional situations.
- **Collaborate** and communicate effectively among multiple teams, including administrators, special and general education teachers and other para-educators.
- **Maintain** alertness at all times, in an effort to anticipate and prevent situations that might be unsafe; anticipate and prevent potential escalation of behavior. React promptly to maintain students' safety.
- **Facilitate** the development of positive communication and social skills; support participation and learning in the instructional setting, which may include the community.
- **Use** assistive/adaptive technology and methods to support communication and/or adaptive living skills.
- **Implement** OSD-adopted curricula and/or individual student plans consistently and with fidelity.
- **Collect** student data relevant to individual and/or classroom goals, independently, consistently, and accurately.
- **Self-monitor** and adjust interactions (including but not limited to physical proximity, vocabulary, volume & tone of voice, sentence length, and use of visual supports) to promote student understanding and success.
- **Maintain** high expectations for student learning to maximize independence.
- **Know** and use de-escalation strategies regarding student behaviors/emotional/social needs. Use district approved physical restraint techniques, teaming with/supporting others when physical restraint is necessary.
- **Understand** and use social stories or other non-verbal systems to teach and/or address social or behavior skills.
- **Understand** and use positive reward systems or other non-punitive behavior support systems.
- **Have**, or be willing to obtain training in a variety of adopted district instructional methodologies such as STAR, FACTER, Structured Teaching, ABA.
- **Implement** OSD-adopted curricula and/or individual student plans consistently and with fidelity.
- **Represent** the Olympia School District in a professional manner when supporting students participating in community or other public settings, through positive communications, social interactions and appearance.

**Significant physical abilities include sitting for prolonged periods; reaching/handling; talking/hearing conversations; near/far visual acuity; moving quickly in response to situations of potential danger to students and/or staff; restraining students, when necessary, using district approved techniques; lifting up to 50 lbs.**

### Application Procedure for Out-of-District Candidates

Apply through Public Schools Personnel Cooperative @ [www.teachinginwashington.com](http://www.teachinginwashington.com)

*If you share our commitment to provide challenging opportunities  
For all students to be successful, we'd like to hear from you!*

Olympia School District 1113 Legion Way SE Olympia, WA 98501  
(360) 596-6185 FAX (360) 596-6181 <http://osd.wednet.edu>

**Equal Employment Opportunity:** The Olympia School District No. 111, does not discriminate on the basis of age, race, creed, color or national origin, gender, marital status, or non-job related physical, sensory or mental handicap in its educational programs, activities, employment procedures and personnel practices as required by state and federal laws. Experience and expertise in working with individuals from diverse backgrounds are desirable in applicants for all district positions. Inquiries or complaints regarding compliance with these laws should be directed to Affirmative Action Officer, Scott Niemann, Olympia School District No. 111, 1113 Legion Way S.E., Olympia, Washington 98501 (360) 596-6185. Complaint forms are available from the Affirmative Action Officer for concerns in the regulated areas of Affirmative Action, Title IX (Education Amendments of 1972) and Section 504 (Vocational Rehabilitation Act of 1973).

The Olympia School District will provide reasonable Accommodations to enable persons with disabilities the opportunity to apply for open positions and to participate in District interview procedures. Persons with disabilities or are in need of translation services are asked to notify the Human Resources Office at least three days prior to the date on which the requested accommodation is needed. Human Resources Officer: Voice: (360) 596-6185 or TDD: (360) 596-7537 or FAX: 360-596-6181.