

**Job Title:** Educational Assistant – SPED (Behavior Support)

**FLSA Exemption Status:** Non-Exempt

**Term:** 180 days

**Minimum Qualifications:**

1. Preferred - Associate Degree, or a minimum of 48 semester hours of college credit.
2. Not less than a high school diploma or general equivalency diploma (copy of diploma or transcript must be submitted upon employment), and demonstrable proficiency in reading and writing skills.
3. At least one (1) year of experience so that with appropriate training, service may be provided in the specific role for which employed; and
4. Meets health and physical requirements.

**Job Objectives/Goals:**

To provide direct behavioral assistance and positive behavioral supports to SPED students who are exhibiting behaviors detrimental to their own learning and/or the learning of others, and/or exhibiting behaviors endangering their personal safety and/or the safety of others.

**Responsibilities and Essential Functions:**

1. Provides one-on-one behavioral support to students during periods of anxiety or behavioral events, including assisting with verbal or physical de-escalation techniques;
2. Provides monitoring with the student (e.g. CICO) and teachers, including in-class observations;
3. Collects data pertinent to Functional Behavior Assessments and Behavior Support Plans;
4. Tutors individual students and small groups related to behavioral objectives and social skills;
5. Assists individual students with organizational needs;
6. Assists teachers in the escorting or supervision of individual students or small groups during high risk events;
7. Models positive behavior supports and effective communication with high-risk students;
8. Assists the teacher with preparation of intervention materials;
9. Assists with the SWIS data system;
10. Maintains student confidentiality;
11. Attend work on a regular and predictable basis; and
12. Perform other duties as assigned.

**Skills and Abilities Required:**

Specific capacities and abilities may be required of an individual in order to adequately learn or perform a task or job duty.

1. **Intelligence:** The ability to understand instructions and underlying principles. Ability to reason and make judgments.
2. **Verbal:** Ability to understand meanings of words and the ideas associated with them.
3. **Form Perception:** To make visual comparisons and discrimination and see slight differences in shapes and shadings of figures and widths and lengths of lines.
4. **Manual Dexterity:** Ability to move hands easily and manipulate small objects with the fingers.
5. **Color Discrimination:** The ability to perceive or recognize similarities or differences in colors or shades or other values of the same color.

**Physical Demands:**

This job may require lifting of objects that exceed fifty (50) pounds, or the average weight of a student. Other physical demands that may be required are as follows:

1. Pushing and/or pulling
2. Climbing
3. Stooping, kneeling and/or crawling
4. Reaching
5. Talking
6. Hearing
7. Seeing

**Reports To:** Sped Department Chair, Building Principal

**Disclaimer:** The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees in this job.

