

Victoria Independent School District–Job Description

Job Title/Position:		Department/Campus:	Supervised By/Reports To:	
Aide, Student Support		Assigned Campus	Principal	
Pay Scale:	Pay Grade:	Employment Term (days):	FLSA Exemption Status:	Date Revised:
Paraprofessional/ Clerical	3	187	Non-Exempt	July 2023

Primary Purpose:

Directly assist campus Social Emotional Behavior Support (SEBS) Specialist to provide positive behavioral supports and interventions.
Assist teachers in management of classroom activities.

Qualification Guidelines:

Education/Certifications:

Must have a High School diploma or GED equivalent
Must obtain Educational Aide certification if have less than 30 hours of college credit

Experience:

Some experience working with children

Special Knowledge/Skills/Abilities:

Ability to work well with children who are experiencing behavioral challenges
Ability to adjust to flexible working assignment on the campus on a daily basis as needed
Strong communication and interpersonal skills
Additional training will be required upon hiring

Supervisory Responsibilities:

None

Mental/Physical/Environmental Demands:

Tools/Equipment Used: Standard office equipment including personal computer and peripherals

Posture: Prolonged sitting; occasional bending/stooping, pushing/pulling, and twisting

Motion: Repetitive hand motions including frequent keyboarding and use of mouse; occasional reaching

Lifting: Occasional light lifting and carrying (less than 15 pounds)

Environment: May work prolonged or irregular hours; occasional districtwide travel

Mental Demands: Communicate effectively and professionally at all times; work with frequent interruptions, maintain emotional control under stress

The above statements describe the general function of this position but are not an exhaustive, all-inclusive list of responsibilities, duties, skills or working conditions assigned to or required by this position. All Victoria ISD employees are expected to maintain an extreme degree of confidentiality by adhering to the Family Educational Rights and Privacy Act (FERPA) for student information. The Victoria Independent School District is an equal opportunity educational provider and does not discriminate against any person on the basis of race, color, national origin, sex, religion, disability, or age for admission, treatment, or participation in its educational programs, services and activities, or employment. For information regarding Title IX compliance, please email human.resources@visd.net or contact the HR Executive Director at 361.788.9228.

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Major Responsibilities and Duties:

1. Work with the classroom teacher and campus administrators to create and maintain an orderly and highly structured classroom environment.
2. Assist with instructional activities as assigned by the teacher or SEBS Specialist.
3. Work with individual students or small groups with a primary focus on providing behavioral support to increase student learning.
4. Implement behavior action plans with fidelity.
5. Track student performance data (academic and behavioral)
6. Provide student supervision throughout school day, inside and outside classroom which may include lunchroom, bus, and playground duty.
7. Communicate students' level of mastery to campus staff and participate in planning sessions as needed.
8. Participate in staff development training programs as necessary to support student learning.
9. Assist the teacher in creating a classroom environment conducive to learning and appropriate for the physical, social, and emotional development of students.
10. Manage student behavior in accordance with Student Code of Conduct and Student Handbook.
11. When necessary, utilize district-approved physical restraint methods to protect students and staff from harm.
12. Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.
13. Demonstrate self-control and exhibit a growth mindset.
14. Be a positive role model for students and support the mission of the school district.
15. Participate in faculty meeting and special events as assigned.
16. Maintain confidentiality.
17. Follow district safety protocols and emergency procedures.
18. Perform other duties as assigned.

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