

Medical Lake School District #326  
Medical Lake, Washington

**CLASSIFIED POSITION ANNOUNCEMENT**

**PARAEDUCATOR I – Behavior Intervention**  
**6.5 Hours per Day**  
**Hallett Elementary School**

Posting Date: May 15, 2018  
Closing Date: Open until filled

Posting # 1819.13  
Superintendent:  
\_\_\_\_\_ Date \_\_\_\_\_  
Personnel:  
\_\_\_\_\_ Date \_\_\_\_\_  
New Employee:  
\_\_\_\_\_  
Start Date:  
\_\_\_\_\_ 8/29/2018 \_\_\_\_\_

**Position Description:**

The Behavior Intervention para-educator is involved in direct student services providing crisis intervention and consultative strategies to students, as planned by the special education case manager. Services will be provided in many locations and in varied environments. The primary areas of responsibility will be to provide support using behavior management techniques, intervention strategies, anger management and problem solving for students with severe behavior disorders. This person will assist certificated staff in providing program assistance to students both individually and in-group settings. This person will assist in providing designated appropriate academic, behavioral and social skills programs to students. This position is a part of the PSE bargaining unit and salary will be per negotiated agreement.

**Working Conditions:**

Physical restraint requires substantial physical ability; bus loading requires working outdoors in inclement weather; may be exposed to verbal or physically assaultive student behavior; required to work in non-routine positions for extended periods. Must be physically capable of restraining students and possess adequate health and physical strength to assist student. Must have the ability to lift at least 50 pounds, able to squat with no physical limitations, and be able to escort students across campus with no physical limitations; may be potentially exposed to ordinary infectious diseases as carried by students; exposed to student noise levels .

**Qualifications:**

- High school diploma or equivalent and an A.A., B.A. or B.S. degree, or 72 college quarter hours or 48 college semester hours are required or have passed the ETS #755 Para-educator Assessment Test.
- Previous documented successful experience in working with students who are severely behaviorally/emotionally disabled preferred.
- Previous documented successful experience in working with students who have been physically or emotionally out of control preferred.
- Experience in remedial education preferred.
- Strong communication skills with the ability to recommend classroom interventions for behavior adjustment problems.
- Ability to be an effective listener.
- Ability to collaborate with teachers, parents, outside providers, and other team members.
- Ability to communicate effectively with students.
- Self-motivated to carry out tasks in many different locations, structured and unstructured environments.
- Present a positive and enthusiastic attitude to students, staff and parents in crisis situations.
- Ability to give specific direction quickly in a crisis situation.
- Ability to work collaboratively through a crisis situation with team members.
- Ability to remain calm in extremely stressful situations.

- Ability to maintain extreme confidentiality regarding students, families, and specifics of programming, except with designated personnel.
- Flexible, punctual, and ability to work well independently.
- Current CPR, First Aid and Right Response training required or will acquire them in a timely manner.
- Ability to lift a student using a 1, 2 or 3 person lift (approximately 50 lbs.) Ability to position students in appropriate equipment.
- Willing to attend courses, workshops, classes, etc., and implement information and techniques from training opportunities.
- Core Competency courses 1-14 must be completed within 2 years of hire date.
- Assist with implementation of academic program and progressive discipline plan (as specified in the IEP for special education students and/or under 504 jurisdiction).
- Have skill and knowledge base to help students with their grade level course work.

### **Essential Job Functions:**

Depending upon the individual assignment, the Behavior Intervention Para-Educator may perform all or a combination of the following:

- Willingness to be trained in a variety of specific management techniques, as planned by the district, including but not limited to CPI, first aid, CPR and behavior modification, etc.
- Willingness to be trained in use of non-violent physical control of students.
- Collect and record data on student(s), accurately describing interventions, techniques, strategies and responses.
- Arrive at assignment on time, prepared to complete assigned tasks promptly as students arrive.
- Work in cooperation with certificated, classified, and other community providers to promote effective learning atmosphere for students.
- Provide input into behavior intervention plans when requested. Implement behavior intervention plans as developed by teams.
- Exhibit confidentiality, initiative, creativity, and enthusiasm in performing job functions.
- Prepare all required reports and data collection as requested.
- Provide instruction to disabled students in areas of educational remediation as assigned and supervised by the special education case manager and the Behavior Intervention and RTI Specialist.
- Perform other duties as directed by the principal, supervising special education teacher, Special Educational Director, Behavior Intervention and RTI specialist.
- Work individually and/or instruct in small groups.
- Maintain flexibility to meet the changing needs of students.
- Provide input to the teacher on individual needs of students.
- Prepare for parent/teacher conferences as required.
- Be available upon teacher/supervisor request to attend classroom parent/teacher conferences, team meetings, and IEP's.
- Display appropriate role model for students, and are able to interact in a positive manner with children.
- Participate in school activities that involve the students (e.g.) special events, luncheons, and school wide programs, etc.

### **Supervisors:**

Building Principal

### **Terms of Employment:**

This position is a part of the PSE bargaining unit and salary will be per negotiated agreement.

### **Application Procedure:**

#### **Current Employees:**

Please submit a letter of interest

#### **Other Applicants:**

**Apply online through Fast Track**

### **Questions regarding applications can be directed to:**

Debra DuPey, Human Resources Specialist

[ddupey@mlsd.org](mailto:ddupey@mlsd.org) or 509-565-3120