



WAVERLY

COMMUNITY SCHOOLS

Pride. Tradition. Excellence.

To perform this job successfully, an individual must be able to perform the essential job functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary job functions herein described. Since every duty associated with this position may not be described herein, employees may be required to perform duties not specifically spelled out in the job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in this job description.

Behavior Para Educator - Winans

Department: Para Educator - Behavior

Bargaining Unit: WESPA

Hourly/Salary Rate: Per WESPA Contract

JOB SUMMARY

The Behavior Paraeducator is responsible for working as a team member in providing a quality educational program for students by providing behavioral support to the classrooms and building. The primary focus of the Behavior Paraeducator is to provide interventions for students that may need extra support in continuing their education.

ESSENTIAL JOB FUNCTIONS

Essential functions under the Americans with Disabilities Act may include any of the following duties, knowledge, and skills. This list is illustrative only and is not a comprehensive listing of all functions and duties performed by employees in this position. Regular on time and in person attendance is an essential function of this job. Other essential functions may include, but are not limited to the following:

- Maintain an atmosphere conducive to learning

- Assist staff in behavioral concerns with students
- Assist students in regulating behaviors by utilizing de-escalation skills and CPI strategies as needed.
- Cope with friction among students
- Deal with student problems and diffuse situations
- Ability to work with little assistance in high stress situations
- Assist students in improving decision-making skills
- Will be required to assess problems, collect data, establish facts, and draw valid conclusions
- Will be required to communicate effectively with staff and parents
- All other duties as assigned.

QUALIFICATIONS

Education and Experience:

- Minimum of a high school diploma
- Prior experience working with students, school personnel, and parents
- CPI Certification or willingness to obtain
- Strong communication skills
- Knowledge of PBIS and MTSS

Knowledge, Skills and Abilities:

Ability to establish and maintain effective working relationships with students, staff, and the school community. Ability to speak clearly and concisely both in oral and written communication. Ability to perform duties with awareness of all district requirements and Board of Education policies. Ability to demonstrate the character traits of respect, responsibility, honesty, and caring when interacting with staff, students, and community members.

ADA REQUIREMENTS

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 DEMANDS

While performing the duties of this job, the employee is required to stand, walk, sit, use hands to finger, handle, or feel, reach with hands and arms, climb or balance, stoop, kneel, crouch, or crawl, talk, hear (in a quiet or

noisy environment). Specific vision abilities required by this job include close vision, distance vision and ability to adjust/focus.

WORK ENVIRONMENT

The noise level in the work environment is usually loud to moderate. Work is performed indoors although there will be required outdoor activities. The employee is directly responsible for the safety, well-being and work output of students

MENTAL FUNCTIONS

While performing the duties of this job, the employee is required to compare, analyze, communicate both orally and in writing, copy, coordinate, instruct, compute, synthesize, evaluate, use interpersonal skills, compile, and negotiate.

Non-Discrimination

The Waverly Community Schools will not discriminate against any person based on race, sex, sexual orientation, gender, gender identity and expression, height, weight, color, religion, national origin, age, marital status, pregnancy, disability, veteran, or military status.

Americans with Disabilities Act accommodations: Assistance with the application process may be requested through the Human Resources Department at [\(517\) 319-3031](tel:5173193031) or msavage@waverlyk12.net.