

WAVERLY COMMUNITY SCHOOLS

Position Announcement

Job Title:	Behavior Intervention Para Educator 2026		
Location:	Grades K-8 Buildings	Start Date:	August 2026
Salary Range/ Level:	Class A WESPA \$22.31 – \$24.96 hourly	Terms of Employment	2026-27 School Calendar
Date Posted:	July 29, 2026	Application Deadline:	Until Filled
Application Process:	A COMPLETED ONLINE APPLICATION IS <u>REQUIRED</u> . (See application instructions at Behavior Intervention Para Educator Grades K-8 2026-27) Resume and cover letter may be: • Attached within the online application (preferred) • Faxed: (517) 321-8577 • Mailed: Waverly Community Schools, 515 Snow Rd., Lansing, MI 48917		
Job Description			
<u>ESSENTIAL JOB FUNCTIONS</u> <i>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:</i> • Maintain an atmosphere conducive to learning at Waverly Community Schools. • Work one-on-one or in small groups with students to reinforce positive behaviors and social skills. • Lead students in restorative practice circles to resolve conflicts • Provide immediate intervention in crisis situations, utilizing de-escalation techniques and strategies. • Support students in managing behavioral crisis and ensure their safety and the safety of others. • Ability to assist students in improving decision-making skills • Keep record of student behaviors and interventions. • Communicate effectively in reports and correspondence to teachers and administrators regarding student issues daily. • Collaborate with teachers, administrators, mental health specialists and social workers on effective behavior management strategies.			

- Implement and monitor behavior intervention plans for students with behavioral challenges.
- Communicate effectively with parents/guardians regarding their child's behavioral progress and strategies for support at home.
- Provide assistance in restorative circles as needed.
- Willingness to participate in training and professional development opportunities related to behavior intervention and management.
- All other duties as assigned.

QUALIFICATIONS

Education and Experience:

- Minimum of an associate's degree
- Prior experience working with students, school personnel, and parents
- CPI certificated or willingness to obtain. (Crisis Prevention Institute)
- Awareness and knowledge of Positive Behavior Intervention Supports and Multi-Tiered Systems of Support
- Ability to work independently

Preferred Qualifications:

- Experience working with elementary aged students
- Familiarity with behavior intervention strategies and techniques is a plus.
- Restorative Justice training

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.

Ability to remain calm and composed in stressful situations.

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 moderate to loud.

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

Notice of Non-discrimination

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.