

TITLE: Instructional Assistant, Title I

REPORTS TO: Building Administrator / Title I Teacher

FAIR LABOR STANDARDS ACT (FLSA): Non-Exempt. This position is an hourly position.

QUALIFICATIONS:

1. Submit to a criminal history check as required by the school district.
2. Be at least 21 years of age at the time of initial employment.
3. Holds an Associate's degree or higher; or has completed at least two years of study at an institution of higher education; or met a rigorous standard of quality, and can demonstrate, through a formal state or local academic assessment or para-professional certificate program, knowledge of, and the ability to assist in instructing, as appropriate, reading/language arts, writing and mathematics or reading readiness, writing readiness and mathematics readiness.
4. Demonstrated aptitude for the work to be performed.
5. School district experience including direct experience with students preferred.
6. Demonstrated ability to work effectively with students, teachers, parents, and administrators.
7. Demonstrated positive interpersonal skills.
8. Understanding of learning styles preferred.
9. Such alternatives to the above qualifications as the Board may find appropriate and acceptable.
10. Must be proficient in English both oral and written.
11. Have standards of moral character as required of teachers.

JOB GOALS: To provide a well organized, smoothly functioning class environment in which students can take full advantage of the instructional program and available resource materials.

ESSENTIAL JOB FUNCTIONS:

I. Personal Qualities:

1. Presents a positive attitude by appearance, personal neatness, personal habits and punctuality.
2. Communicates and works cooperatively with other members of the staff and public.
3. Is neat in appearance and dresses appropriately for the position.
4. Maintains confidentiality and honesty in performing assigned tasks.
5. Functions in a positive attitude where there is pressure, frequent interruptions, and in an atmosphere which may be stressful.

II. General Duties

1. Assistants shall be in a support capacity only.
2. Assistants may provide instructional support under the direction of the teacher.
3. All assignments and instructional material shall be planned and designated by the certified classroom teacher and this material shall be supplemental in nature.
4. Teachers and Assistants shall consider the instructional needs of the identified students at all times.
5. Assistants may provide clerical support.
6. Assistants may provide student control support.
7. Assistants may provide one on one tutoring.

8. Assistants may provide classroom management support.
9. All instructional staff shall communicate on a regular basis regarding student progress, using written or verbal methods as agreed upon by staff members.
10. All instruction shall include direct coordination with other programs, especially with LEP, when appropriate.
11. Title I staff will meet regularly and the coordinator will communicate with all teaching staff as seems appropriate.
12. Under supervision of certificated teacher, prepares for classroom activities.
13. Works with small groups of students to reinforce material initially introduced by the teacher.
14. Assistants may be involved in parent activities.
15. Assistants may assist in the computer lab.
16. Assistants may provide library support.
17. Participates in inservice training programs when required.
18. Performs other tasks as assigned by the building administrator and supervising teacher.
19. Title I assistants may have similar duties to non-Title I assistants as long as the ratio of time spent is no higher than non-Title I assistants.
20. Is responsible for playground/hall duty and other supervisory responsibilities as assigned by the building administrator.
21. Accesses a computer and checks on announcements and notices on a daily basis.
22. Uses a computer to complete employment data on a daily basis including but not limited by days and/or hours worked, days absent and/or present and relevant history such as sick leave and personal leave.
23. Follows all District policies and those contained in the appropriate district handbook.

III. Timeliness:

1. Manages time properly.
2. Returns requested information by the date and time specified.
3. Attends all meetings as required; attends in a prompt manner and remains throughout the meeting.
4. Notifies the building administrator in the event of illness.

Physical Qualifications: The physical demands described here 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. If this position is shared between campuses, driving may be necessary. Employee may use hands for repetitive single grasping, pushing/pulling, and fine manipulation.

While performing the duties of this job, the employee is regularly required to sit and talk or hear. The employee is occasionally required to stand, walk, stoop, kneel, crouch, bend, twist, or climb. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

The employee must frequently lift, carry, and/or move up to 25 pounds, and occasionally lift, carry, and/or move up to 50 pounds.

Terms of Employment: Assistants will be employed on all student contact days, at varying hours per day. Wage and benefits are as outlined and agreed to in the collective bargaining agreement between Monroe School District #1J and OSEA Chapter #83.

Mandatory Child Abuse Reporting: As mandatory reporters (ORS 419b.010) all employees are required to immediately report to Law Enforcement and/or Department of Human Services any instance of suspected child abuse.

Evaluation: Performance of this position will be evaluated annually.

Reviewed by: _____ **Date:** _____