

Job Description

Job Title: Substitute Instructional Assistant

Supervisor: Principal

Job Summary:

Position provides assistance to teachers in the daily management and instruction of disabled students and to students in certain federally funded programs. As a paraprofessional, the employee works under the direct supervision of the teacher to monitor and address the instructional, personal, and behavioral needs of students.

Essential Duties:

1. Assists with individual or small group instruction in the assigned class.
2. Escorts and supervises students in resource activities which may include the playground, cafeteria, and off-site learning activities.
3. Performs designated learning tasks with students, reviewing lessons, topics and exercises; demonstrates or explains lessons, asks questions and prompts students for answers; uses supplementary learning materials and aids.
4. Reads to students and listens to students recite passages.
5. Special Education assistants attend the needs of students with disabilities that may include lifting, feeding, toileting, and monitoring supportive medical equipment, i.e., walkers, wheelchairs, etc.
6. Models nondiscriminatory practices in all activities.

(These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

Job Specifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Minimum Qualifications (Knowledge, Skills & Abilities Required):

Must possess a high school diploma or general education degree (GED) and six months related experience and/or training, or equivalent combination of education and experience. Teacher assistants working in a Title I school must possess an Associate's degree or have completed at least two years of college, or successfully passed the ParaPro test. Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs. Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

Working Conditions and Physical Requirements:

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 accommodation may be made to enable individuals with disabilities to perform essential functions. While performing the duties of this job, the employee is regularly required to stand and reach with hands and arms; walk; sit; stoop or kneel; crouch or crawl. Duties may involve risk resulting from attending to students' physical or sanitation/hygiene needs. Must be physically capable of frequently lifting or moving up to 50 pounds. Specific vision requirements include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to focus. Must have the ability to sit and stand for extended periods of time; exhibit manual dexterity to dial a telephone, to enter data into a computer terminal; see and read a computer screen and printed material with or without vision

aids; hear and understand speech at normal levels and on the telephone; speak in audible tones so that others may understand clearly in person and on the telephone; ability to understand and follow oral and written instructions.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Duties are normally performed in a school/classroom environment. Duties may be occasionally performed on field trips away from the school. The noise level in the work environment is usually moderate.

Supervision Exercised: None

Supervision Received: Building principal, teacher, or other appropriate administrator

This job description in no way states or implies that these are the only duties to be performed by this employee. The Substitute Teacher Assistant will be required to follow any other instructions and to perform any other related duties as assigned by the principal, teacher to whose class assigned, or other appropriate administrators. Newport News Public Schools reserves the right to update, revise or change this job description and related duties at any time.