

SCHOOL DISTRICT OF ST. JOHNS COUNTY

PARAPROFESSIONAL (TITLE I)

JOB DESCRIPTION

QUALIFICATIONS:

- (1) High School Diploma or General Equivalency Diploma certificate (GED).
- (2) Preferred paraprofessional credentials to include receiving the District approved score on the paraprofessional assessment or have completed an Associate's Degree or higher, or 60 college semester hours.
- (3) Satisfactory criminal background check and drug screening

KNOWLEDGE, SKILLS AND ABILITIES:

Ability to work well with children. Ability to communicate effectively, both verbally and in writing, with students of all levels, ages and exceptionality and to communicate with diverse individuals and/or groups. Strong written, verbal, mathematical and reasoning skills. Ability to plan, organize and establish priorities related to assignment. Ability to handle sensitive information in a confidential manner. Ability to work independently and make decisions with minimum supervision. Ability to handle multiple tasks in a professional and courteous manner. Ability to work harmoniously, and collaboratively with school-based personnel and District personnel on professional, technical and general areas of student education.

REPORTS TO:

Principal or designee

JOB GOAL

To perform varied education work assisting with and supporting classroom instructional and management activities, which are assigned by a "highly qualified" teacher. Each employee of the St. Johns County School Board will model the six pillars (as defined by Character Counts!) of the character education program.

SUPERVISES:

N/A

PERFORMANCE RESPONSIBILITIES:

Service Delivery

- * (1) Perform various instructional support tasks as assigned to facilitate the effective teaching of applicable subject matter and to maintain appropriate classroom environment.
- * (2) Distributes and collects instructional materials and monitors student's progress on the learning ability.
- * (3) Provides directions and instructions for performing a lesson or exercise and answers questions pertaining to such.
- * (4) Proctors and grades examinations or lessons and enters results into the appropriate classroom records.

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- * (5) Assists individual students through drill and practice sessions to acquire and strengthen previously taught concepts, skills and learning programs to ensure procedural correctness and maximum understanding.
- * (6) Assist in managing student's classroom conduct and behavior and informs teachers of incidents, circumstances or factors having a bearing upon effective learning.
- * (7) Supervises students in specified situations: i.e., playground, lunchroom, media center, computer lab, etc.
- * (8) May be assigned to perform varied clerical duties such as: filing, copying, basic computer work, and operation of other office type equipment.

Expectations of All Employees

- * (9) Meet and deal effectively with the general public, staff members, parents, administrators and other contact persons using tact and good judgment.
- * (10) Follow attendance, punctuality, proper dress code and other qualities of an appropriate work ethic.
- * (11) Ensure adherence to good safety standards.
- * (12) Maintain confidentiality regarding school/workplace matters.
- * (13) Model and maintain high ethical standards.
- * (14) Maintain expertise in assigned area to fulfill position goals and objectives.
- * (15) Participate successfully in the training programs offered to increase skill and proficiency related to assignment.
- * (16) Demonstrate initiative in the performance of assigned responsibilities.
- * (17) Each employee of the St. Johns County School Board is charged with the responsibility of being familiar with the Character Counts! program and with modeling the characteristics of citizenship, character education and literacy.

Inter/Intra-Agency Communication and Delivery

- * (18) Exercise service orientation when working with others.
- * (19) Use effective positive interpersonal communication skills.
- * (20) Respond to inquiries and concerns in a timely manner.
- * (21) Serve on school/district committees as required or appropriate.

Professional Growth and Improvement

- * (22) Engage in continuing improvement and professional skills and knowledge.
- * (23) Participate in cross-training activities as required.
- * (24) Participate successfully in training programs, conferences, and workshops as assigned or appropriate to keep abreast of current practices, programs, legal issues, and character education.

Systemic Functions

- * (25) Keep supervisor informed of potential problems or unusual events.
- * (26) Follow federal and state laws as well as School Board policies, rules, and regulations.
- * (27) Prepare or assist in the preparation of all required reports and maintain all appropriate records.
- * (28) Represent the District in a positive and professional manner.
- * (29) Demonstrate support for the School District and its goals and priorities whichever is appropriate.

Leadership and Strategic Orientation

- * (30) Set high standards and expectations for self and others.
- * (31) Exhibit interpersonal skills to work as an effective team member.
- * (32) Demonstrate initiative in identifying potential problems or opportunities for improvement and take appropriate action.

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Perform other tasks consistent with the goals and objectives of this position.

*Essential Performance Responsibilities

PHYSICAL REQUIREMENTS:

Light Work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force as frequently as needed to move objects.

Job Description Supplement #6

TERMS OF EMPLOYMENT:

Approved unit compensation plan.

7.5 hours per day.

10-month position.

Salary and benefits shall be paid consistent with the district's approved compensation plan.

Length of the work year and hours of employment shall be those established by the district.

EVALUATION:

Performance of this job will be evaluated annually in accordance with provisions of the Board's policy on evaluation of personnel.

POSITION CODE: 51108, 51109, 51110, 51111, 51112, 51113

Pay Type: Varies 14 and 15

Pay Grade: Salary Schedule #2

FLSA STATUS: Non-Exempt

BOARD APPROVED: September 2022