



Preparing Students to Be Successful for Life

Assignment	EL Resource Assistant (Type A)	Terms	10 Month
Department	Elementary	Hours	6.5 Hours
Group	Educational Support Personnel (ESP)	FLSA Status	Non-Exempt
Reports To	Building Administration	License	ELS-PARA

Position Objective: To enhance student learning by assisting the teacher in the instruction of bilingual and English as a second language students, to assist in supporting and directing age-appropriate activities of children, to support other staff with assigned activities, and assist in maintaining a clean and safe classroom environment for the students.

Qualifications:

1. Must have previous experience working with children
2. Must be able to work effectively & demonstrate exemplary interpersonal skills in dealing with staff, students, & parents
3. Ability to work effectively with students and adapt to various subject matters
4. Ability to work cooperatively with other staff members & to follow directions from supervising teachers
5. Must be able to project a positive image of the district to the students, parents, and staff as well as develop positive employee attitudes
6. Must have the ability to travel to/from various locations in the district as needed
7. Must have a good command in the written and spoken language in both English and the desired language.
8. Bilingual/biliterate in desired language.
9. Bilingual/biliterate skills in desired language.
10. Strong literacy development skills and native-like fluency in both written and oral forms of the language.

Performance Responsibilities:

1. Using age & developmentally appropriate instructional procedures & reinforcement techniques
2. Using appropriate strategies & techniques developed by teachers & other professional staff to support individual student needs
3. Following teacher lesson plans
4. Assisting teacher in planning, modification & implementation of curriculum, instruction & assessment
5. Providing necessary & relevant clerical assistance
6. Following behavior management guidelines in accordance with school policy and legal requirements.
7. Implementing positive behavioral supports
8. Maintaining and monitoring compliance with classroom rules, procedures and behavior standards.
9. Demonstrating and understanding of and respect for cultural diversity.
10. Motivating and assisting students in acquiring interpersonal skills, increased self-esteem, and

independence.

11. Serving as an appropriate role model.

12. Demonstrating awareness of basic educational technology

These lists of essential functions are not exhaustive and may be supplemented as necessary by the principal.

Core Competencies:

- Highly ethical and able to maintain confidentiality.
- Demonstrates professional conduct at all times.
- Committed to continuous improvement and data based decision-making.
- Displays quality work through accuracy and attention to detail.
- Effective written, verbal, and technology based communication skills.
- Works effectively and productively as a member of a team.
- Exhibits a service orientation.
- Demonstrates technology skills as required by job responsibilities.
- Excellent attendance and punctuality.

Physical Activity Requirements:

- Routine physical activity associated with a typical school environment.
- While performing the duties of this job, the employee is regularly required to speak and hear to exchange information.
- The employee is frequently required to stand and walk. The employee is occasionally required to sit; climb and balance; bend at the waist, stoop, kneel, and perform work which involves occasional lifting, pushing and or pulling of objects up to 20 lbs.
- Specific vision abilities required by this job include close visual acuity, preparing and analyzing data, viewing computers, and extensive reading.