

Title I – Instructional Assistant III – Least Restrictive Environment (LRE)

Position Details

Class Code: 0186

Job Family: Paraprofessional/Aides/Assistants

Classification: Support Professional

Terms of Employment: [Pay Grade 44 on the Support Professional Salary Schedule](#)

FLSA STATUS: NON-EXEMPT

Position Summary

Under immediate supervision of a licensed teacher/professional, performs a variety of paraprofessional duties related to classroom instruction.

Essential Duties and Responsibilities

This list of Essential Duties and Responsibilities is not exhaustive and may be supplemented.

1. Assists licensed teacher/professional in the instructional program by performing tasks such as: working directly with students on Individualized Education Program (IEP) goals, benchmarks, and data collection, taking attendance, monitoring student work groups, correcting/ collecting students' papers, maintaining work folders, distributing materials, scoring and recording grades, reading to students, and practicing skills previously taught by the licensed teacher/professional to maintain or improve learning skills, etc.
2. Assists with implementing IEP accommodations and modifications as appropriate.

3. Assists licensed teacher/professional in implementing classroom management systems and behavior intervention plans (BIPs).
 4. Assists with clerical tasks.
 5. Assists with the loading and unloading of buses to ensure that students board the proper bus.
 6. Assists students with personal care and sanitary needs.
 7. Assists in feeding students by preparing, distributing, ordering, and administering snacks and special lunches.
 8. Operates a variety of office equipment (e.g., computers, copiers, etc.).
 9. Assist and actively participate with physical education activities.
 10. Assist with reports on student progress, behavior, and performance.
 11. Collect data and administer medication to students per parent/guardian authorization.
 12. May perform Cardiopulmonary Resuscitation/Automated External Defibrillator (CPR/AED), when necessary.
 13. Completes standard Clark County School District (CCSD)/school forms.
 14. Conforms to safety standards, as prescribed.
 15. Performs other tasks related to the position, as assigned.
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Distinguishing Characteristics

Involves performance of tasks directly associated with assisting the licensed teacher/professional in assigned instructional activities.

Knowledge, Skills, and Abilities (Position Expectations)

1. Knowledge of CPR/AED and Universal Precautions.
2. Ability to assist licensed teachers/professionals/providers with modifying learning materials and activities to meet the needs of individuals with different ability levels, learning styles, or language backgrounds.
3. Ability to objectively gather and report relevant information about students to assist in the planning process.
4. Ability to deal with unusual behavior and crisis situations.
5. Ability to use copiers, computers, and other equipment to prepare learning materials and resources.
6. Ability to work effectively with all types of students.
7. Ability to learn and apply school rules, regulations, and procedures.

8. Ability to interpret and apply verbal/written instruction.
 9. Ability to assist in enforcing safety rules, standards of courtesy and behavior expected of students.
 10. Ability to maintain confidentiality.
 11. Ability to perform several different tasks and determine priorities.
 12. Ability to prioritize and organize work.
 13. Ability to perform routine record keeping.
 14. Ability to work cooperatively with employees, students, parents/guardians, and the public.
 15. Ability to recognize and report hazards and apply safe work methods.
 16. Possess physical and mental stamina commensurate with the responsibilities of the position.
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Position Requirements

Education, Training, and Experience

1. High school graduation or other equivalent (General Educational Development (GED), foreign equivalency, etc.).
2. Minimum of 48 credit hours from an accredited college or university or a passing score on the Educational Testing Service (ETS) ParaPro assessment.

Licenses and Certifications

1. A valid driver's license or state-issued identification card.
2. Current CPR/AED certificate from the American Heart Association, American Red Cross, or other similar organization. Certification must be maintained for the duration of the assignment. Certification training must be in-person and include a hands-on component. Online courses will not be accepted. A copy of the front and back of the CPR/AED certificate must be uploaded into the application.

Preferred Qualifications

Successful completion of the Language Proficiency Test, as measured by a District-approved third-party administrator.

Document(s) Required at Time of Application

1. High school transcript or other equivalent, (GED, foreign equivalency, etc.).
2. Copy of a valid driver's license or state-issued identification card.

3. College transcript(s) from an accredited college or university, if applicable or copy of passing score on the ETS ParaPro assessment.
 4. Current CPR/AED certificate as indicated above. A copy of the front and back of the CPR/AED certificate must be uploaded into the application.
 5. Specific documented evidence of training and experience to satisfy qualifications.
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Examples of Assigned Work Areas

CCSD schools - health offices, playgrounds, cafeterias, classrooms, locker rooms, etc.

Work Environment

Strength

Sedentary/heavy - exert force of 10-100 lbs., occasionally/frequently/constantly.

Physical Demand

Frequent sitting, standing, walking, pushing, pulling, carrying, crawling, stooping, kneeling, crouching, reaching, handling, repetitive fine motor activities, climbing, and balancing. Mobility to work in a typical office setting and use standard office equipment. Stamina to remain seated and maintain concentration for an extended period of time. Hearing and speech to communicate in person, via video conference and computers, or over the telephone. Vision: Frequent near and far acuity, and color vision. Vision to read printed and online materials, Video Display Terminal (VDT) screens, or other monitoring devices.

Environmental Conditions

Exposure to climate-controlled office settings to outside weather with temperatures ranging from mild/moderate to extreme cold/heat. May involve exposure to noise levels ranging from moderate to very loud and occasional to frequent time periods.

Hazards

Furniture, playground/office equipment, communicable diseases, chemicals and fumes (as related to specific assignment), and power/hand-operated equipment and machinery (as related to specific assignment).

Examples of Equipment/Supplies Used to Perform Tasks

Computers, printers, fax machines, calculators, copiers, telephones, school supplies, etc.

AA/EOE Statement

The Clark County School District is proud to be an equal opportunity employer. The Clark County School District is committed to providing all applicants and employees equal employment opportunities without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, genetics, disability, age, military status, or other characteristics protected by applicable law. Here at Clark County School District, we are a diverse group of people who honor the differences that drive innovative solutions to meet the needs of our students and employees. We believe that through a culture of inclusivity, we have the power to reflect the community we serve.

Job Revision Information

- Revised: 08/22/24
- Created: 07/01/88