



EDUCATION ASSISTANT (COMPLEX MEDICAL)

JOB DESCRIPTION | JUNE 2024

NATURE AND SCOPE OF WORK

Education Assistants work under the direction of the Principal/Vice Principal and are supported by the Department of Inclusive Education and classroom teachers. Education Assistants in a Complex Medical role meet the nature and scope of work, specific responsibilities, and qualifications of a Generalist Educational Assistant.

Complex medical needs are defined as a condition that makes a student completely dependent on others for meeting all major daily living needs (always requiring assistance for feeding, dressing, toileting, mobility, and personal hygiene), and without such care, attendance at school would not be possible. They work with students with medically complex needs or multiple severe diagnosis.

SPECIFIC RESPONSIBILITIES

- Works with students with severe autistic, medical or health challenges to ensure the safe and inclusive integration in the classroom and community programs.
- Supports learning interventions for students with significant medical needs.
- Collaborates where necessary with a transdisciplinary team of professional and paraprofessionals in support of learning plans for student needs.
- Works with students to provide personal care needs (hygiene, toileting, feeding).
- Supports mobility, which may include lifts and assisted transfers.
- Carries out the recommendations of Occupational Therapists and Physiotherapists as part of student's school program.
- Uses recommended augmentative and alternative communication (AAC) methods as is overseen by the District Speech and Language Pathologist.
- Carry out duties consistent with the health and safety standards (i.e., wearing gloves).
- Ensuring a safe learning environment for all students by avoiding triggers that may escalate special needs student's inappropriate behaviours and implementing recognized behaviour management techniques.
- Providing positive behaviour support and utilizing communication skills to diffuse escalated behaviours (e.g. defiance, emotional outbursts, disengagements, etc.), reporting any extreme or unusual incidents to the supervisor.
- Providing academic support by working with special needs students one-on-one and/or in small groups, reinforcing the concepts of the lesson at hand.
- Participating in IEP meetings with teachers, parents, and other parties such as Psychologists and/or Therapists upon request.

SPECIFIC RESPONSIBILITIES

- Providing general classroom support by collaborating with the teacher to oversee the progress of other students in the integrated setting.
- Providing social guidance by reinforcing appropriate behaviours for social interaction; assisting with inclusion in the classroom as well as during recess and lunch periods as appropriate; implementing and monitoring behaviour management plans which may include observation, data-keeping, and follow-up; and discussing student progress and adaption requirements with the teacher.
- Promoting personal health and hygiene by assisting with toileting, feeding, and general cleanliness; assisting with the administration of student medication as indicated on medical forms, under the teachers' supervision, as required; ensuring students adhere to medical routines and/or special diets; and performing physiotherapy and/or speech therapy as instructed by Occupational Therapists (OT) and Speech Language Pathologists (SLP).
- Ensuring the safe and orderly storage of special equipment and supplies.
- Participating in staff meetings as requested and performing all such other duties as may be assigned by the principal or designate.
- Transportation of students to various program activities.
- Directly supervise students in the pool as part of the swim program (where required).
- Protecting and respecting the confidentiality of information.
- May be required to provide additional support for students while riding the bus, including supervising students, assisting with loading/unloading, and working with the bus driver to communicate with parents and schools.
- Performs other related duties as assigned.

QUALIFICATIONS (Required Knowledge, Skills and Abilities)

- Two-year post-secondary diploma in Educational Assistant training (or relevant discipline) or an Education Assistant certificate combined with one year of related experience.
- Two years' experience working with children with special educational needs.
- Depending on medical circumstances, the employee may need to develop a level of proficiency and competency through Nursing Support Services (tube feeding, medication administration) before working independently with the student.
- Working knowledge of the district child abuse protocol and reporting procedures.
- Current CPI (Crisis, Prevention, and Intervention) certification.
- Computer literacy and experience with technological assists.
- Demonstrated willingness to participate in professional development opportunities as provided by the district.
- Ability to provide educational support in academic subjects as per school level (i.e. elementary, middle and secondary).
- Proven ability to establish and maintain effective work relationships and working collaboratively in a team environment.
- Working knowledge of reading and writing software programs (Microsoft 365).

QUALIFICATIONS (Required Knowledge, Skills and Abilities)

- Ability to determine, judge and select appropriate course of action within the limits of established methods and procedures.
- Ability to effectively interact and establish positive rapport with students.
- Ability to communicate effectively using tact, discretion, and diplomacy, while maintaining confidentiality in all matters related to the school district.
- Ability to be flexible and adaptable.
- Sufficient physical capabilities, stamina, and coordination to perform the duties of the position to the required standard.

REQUIRED LICENSES, CERTIFICATES AND REGISTRATIONS

- Two-year post-secondary diploma in Educational Assistant training (or relevant discipline) or an Education Assistant certificate combined with one year of related experience.
- POPARD (Provincial Outreach Program for Autism and Related Disorders (or equivalent) training an asset.
- Level 1 First Aid Certification is an asset.
- Class 5 BC Driver's License.
- A clear Criminal Record Check to be updated every five years.

RELATIONSHIPS

- Works collaboratively with classroom teacher, learning support teacher, and members of the Inclusive Education Team.

REPORTING STRUCTURE

- Reports to School Administration, to the Director of Inclusive Education and to the District Principal, Inclusive Education.

PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT

- Due to the medical and health needs of the student, Education Assistants may be exposed to bodily fluids and feces.
- This position requires a relatively equal balance of standing/walking and sitting to accommodate students' needs.
- Incumbents may be required to run on occasion and physically assist students using lifts and transfers.

PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT

- Directly supervise students in the pool as part of the swim program.
- Education Assistants may work in a variety of school and community settings where responsibilities include implementation of a personal care plan for physical or mentally challenged students including but not limited to: toileting and/or catheterization, mobility training, lifting, seizure management, feeding, personal hygiene, colostomy care, and supervision of medication.
- SD72 Campbell River strives to achieve standard of occupational health and safety that supports a safe, healthy, and inclusive place to learn for our students and employees. We are committed to staff learning to promote safe practices and will take every reasonable precaution to protect their health, safety, and well-being. Due to medical or behavioral circumstances presented by some of our complex learners, employees may be exposed to physical incidents involving students, such as biting, hitting, kicking, spitting, and bodily fluids.

THE FOLLOWING COMMITMENTS ARE ESSENTIAL TO ALL POSITIONS WITHIN CAMPBELL RIVER SCHOOL DISTRICT

- Commitment and adherence to workplace policies, procedures and practices.
- Commitment to standards of conduct, including behaving in a manner that is: respectful, professional, team-oriented, collegial, collaborative, ethical, honest, and trustworthy.
- Commitment to understand and implement the Truth and Reconciliation Calls to Action and the Declaration on the Rights of Indigenous Peoples Act.

CLASSIFICATION

- This position's classification is Education Assistant – Intensive Behaviour and has a pay rate in accordance with Schedule B of The Canadian Union of Public Employees – Local 723 Collective Agreement.