



EDUCATION ASSISTANT (INTENSIVE BEHAVIOUR)

JOB DESCRIPTION | JUNE 2024

NATURE AND SCOPE OF WORK

Education Assistants work under the direction of the School Administration and are supported by the Department of Inclusive Education and classroom teachers. Education Assistants in an Intensive Behaviour role meet the nature and scope of work, specific responsibilities, and qualifications of a Generalist Education Assistant. They teach, model, and reinforce pro social behaviours, ensure safe learning environments, and provide academic support as necessary.

SPECIFIC RESPONSIBILITIES (to Intensive Behavior)

- Works with students with severe behavioural challenges to ensure the safe and inclusive integration in classroom and community programs.
- Supports students who are on a risk reduction plan and reinforces positive behaviours.
- Collaborates where necessary with a transdisciplinary team of professional and paraprofessionals in support of learning plans and positive behaviour supports.
- Understands behaviour as a form of communication.
- Responsive to the student's needs and utilizes a trauma informed and low arousal practice.

SPECIFIC RESPONSIBILITIES (to Education Assistant Generalist)

- Ensuring a safe learning environment for all students by avoiding triggers that may escalate students with special needs' 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 students with special needs 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.
- 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.

SPECIFIC RESPONSIBILITIES (to Education Assistant Generalist)

- 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 1 year of related experience.
- Two years' experience working with children with special educational needs.
- Completion of collaborative training opportunities such as POPARD, POPFASD, Low Arousal, Practical Application ASD, Greg Hanley or has experience supporting students/clients with complex behavioural challenges.
- Working knowledge of the district child abuse protocol and reporting procedures.
- Current CPI (Crisis, Prevention, and Intervention) certification.
- Level 1 First Aid Certification is an asset.
- 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).
- 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.

QUALIFICATIONS (Required Knowledge, Skills and Abilities)

- 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 1 year of related experience.
- POPARD (Provincial Outreach Program for Autism and Related Disorders (or equivalent) training.
- Current CPI (Crisis, Prevention, and Intervention) certification.
- 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 and to the Director of Inclusive Education or District Principal, Inclusive Education.

PHYSICAL REQUIREMENTS AND WORK ENVIRONMENT

- This position may experience a high frequency and intensity of challenging behaviours which have been documented at a school and/or district level.
- 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.
- 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.
- School District 72 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 challenging behaviours 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.