



Position Description: Inclusion Support Aide

Department: Early Learning Academy (Center-Based)
Exemption: Non-Exempt
Reports to: Program Director, Center-Based Early Learning Academy
Titles Reporting to Job: None

Position Description

Last Reviewed: September 15, 2020

Last Revised: September 15, 2020

Position Summary:

Casa Central's Early Learning Academy provides high quality, comprehensive early childhood education services for young children, ages birth to five, and their families. The Center-Based program provides childcare and education services for children ages two to five.

The Inclusion Support Aide assists students with disabilities, diverse learning needs, challenging behaviors, and other special needs including safety and personal care needs, facilitating total inclusion to the daily curriculum and execution of classroom activities. The Inclusion Support Aide helps to maintain a classroom environment that is developmentally appropriate and meet the individual needs of children as mandated by federal, state, and local standards, ensures the execution of individualized Implementation and Interim Plans, and implements Conscious Discipline curriculum supports.

Essential Duties and Responsibilities:

Agency

1. Nurture positive and collaborative working relationships with other agency staff and outside stakeholders and partners.
2. Implement the agency mission, philosophy, and core values to direct daily work and decision-making; adhere to agency policy.
3. Cultivate a professional and respectful work environment.
4. Be actively involved with, and knowledgeable about, the agency's Performance Quality Improvement (PQI) structure and process.
5. Approve time sheets and ensure compliance with agency and funder guidelines, ensuring that daily activities are within the allowable activities approved by the agency.

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Inclusion Support Aide, Center-Based Early Learning Academy

Early Learning Academy – All Staff

1. Ensure compliance with all Early/Head Start Program Performance Standards, including as interpreted by the Ounce of Prevention Fund (Grantee), as well as with relevant federal, state, city, and accrediting/licensing body regulations and requirements.
2. Actively and enthusiastically support recruitment efforts to ensure that the program is fully enrolled year-round.
3. Engage in Active Supervision strategies to support the safety, wellbeing, and appropriate supervision/oversight of children at all times.
4. Act in accordance with the program's Standards of Conduct, building respectful relationships with families, honoring parents/caregivers as their children's first and most important teachers, and maintaining strict child, family and staff confidentiality at all times.

Early Learning Academy – Inclusion Support Aide

1. Provide information to the Lead Teacher that will assist in the referral process for children with special needs.
2. Assist the teaching team in maintaining a classroom environment that includes positive guidance techniques that meet state and local licensing regulations and Head Start performance Standards.
3. Collaborate with internal team to implement Implementation and Interim plans and other identified needs related to special needs development.
4. Assist the teaching team in gathering documentation such as assessment data, work samples, observations and reports.
5. Assist the teaching team in implementing Conscious Discipline curriculum supports.
6. Complete monthly progress reports regarding children with Implementation and Interim Plans.
7. Perform other duties deemed necessary.

General Requirements:

Sensitivity to cultural diversity is required. Will be subject to drug and alcohol screening, as well as aptitude and skills testing. To perform this job successfully an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to perform the essential functions.

Education/Experience:

Child Development Associate (CDA) or twelve credit hours in Early Childhood Education; at least 3 years of experience working with children with challenging behaviors and diverse learning needs.

Language Skills:

Bilingual/Bicultural in English and Spanish required.

Computer Literacy & Knowledge Skills Abilities:

Basic computer skills for activities such as completing time sheets and using incident reporting software.

Mathematical Skills:

Basic mathematical skills are required.

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Operating Environment and Working Relationships:

Works collaboratively and routinely with agency personnel, participants, visitors, funders, and other stakeholders. From time to time may be required to work on weekends and/or holidays.

Decision Making Authority:

Exercises discretion and sound judgment in executing tasks.

People Management:

Positive communication skills with staff and families.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to sit, talk and hear. The employee frequently is required to use hands. Must be able to lift a 50 lb. child.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate.

Disclaimer:

The statements herein are intended to describe the general nature and level of work being performed by the employee in this position. The content of this job description is not intended to be constructed as an exhaustive list of all responsibilities, duties, and skills required of a person in this position.

I acknowledge and understand that:

Receipt of the position description does not imply nor create a promise of employment, nor an employment contract of any kind, and that my employment is at-will.

- The job description provides a general summary of the position in which I am employed, that the contents of this job description are job requirements and, at this time, I know of no limitations which would prevent me from performing these functions with or without accommodation. I further understand that it is my responsibility to inform my supervisor at any time that I am unable to perform these functions.
- Job duties, tasks, work hours and work requirements may be changed at any time.

Employee Signature: _____

Date: _____