

Behavior Paraeducator (K-12)

Full Time: 7.50 hours per day
Hourly Rate: \$18.37 - \$29.77 DOE

JOB DESCRIPTION

Job Summary:

The Behavior Paraeducator works in collaboration with teachers, specialists, and administrators to support the academic, behavioral, and social-emotional development of students. This role includes implementing social-emotional learning groups, providing de-escalation assistance, and facilitating restorative practices to promote a safe and inclusive learning environment.

Qualifications:

Education & Experience:

- High school diploma or GED required, associate degree or higher preferred.
- Experience working with children or youth in an educational or behavioral support role preferred.
- Training in restorative practices, social-emotional learning, or behavior intervention is a plus.
- Have received a qualifying score on the Education Testing Service (ETS) paraeducator assessment
- Hold an associate degree or higher from an accredited college or university
- Have earned 72 quarter credits or 48 semester credits at the 100 level or higher at an accredited college or university
- Have completed an apprenticeship as a paraeducator, in a program registered with the Washington State Apprenticeship and Training Council

Knowledge, Skills, and Abilities:

- Understanding of child development, behavior management, and trauma-informed practices.
- Ability to remain calm, patient, and professional in challenging situations.
- Strong interpersonal skills with students, staff, and families.
- Basic knowledge of academic instructional strategies and supports.
- Ability to follow directions, implement plans, and maintain detailed documentation.
- Proficiency with technology for communication and record-keeping.

Certifications / Requirements:

- Ability to obtain and maintain First Aid/CPR certification.
- Completion of crisis intervention/de-escalation training (e.g., Safety-Care, CPI) within first year.
- Pass a background check as required by law.

Reports to:

1. Building Principal/Superintendent

Essential Duties and Responsibilities

Social-Emotional Support

- Plan and facilitate social-emotional learning (SEL) groups for individuals or small groups.
- Implement strategies to promote self-regulation, positive peer interactions, and resilience.
- Monitor student progress and provide feedback to staff and families as directed.

Behavior Intervention & De-Escalation

- Assist in de-escalating situations using approved crisis intervention techniques.
- Support teachers in implementing behavior intervention plans (BIPs).
- Model appropriate coping strategies and problem-solving skills.
- Maintain calm, respectful, and professional interactions with students in high-stress situations.

Restorative Practices

- Guide students through restorative conversations to repair relationships and resolve conflicts.
- Facilitate peer mediation when appropriate.
- Promote accountability and empathy in student interactions.

Academic Support

- Assist students in accessing curriculum by providing instructional support under teacher direction.
- Adapt and modify activities to meet student needs.
- Encourage engagement and on-task behavior in both individual and group settings.

Collaboration and Communication

- Work closely with classroom teachers, counselors, and administrators to address student needs.
- Participate in team meetings to share observations and progress data.
- Maintain confidentiality regarding student records and information.

Safety and Supervision

- Supervise students during transitions, recess, lunch, or other non-classroom times.
- Follow school safety protocols, including in emergencies.
- Monitor student behavior in various settings and provide intervention as needed.

Benefits: Please visit our website at www.wilsoncreek.org to find benefit details. Benefit details are located via the following path on the Wilson Creek School District website. (District >HR>Benefits.) Link: https://www.wilsoncreek.org/?page_id=13146

Application: Please submit the following:

- Letter of interest
 - Completed application packet (available on our website at www.wilsoncreek.org)
 - Official transcripts
 - At least three (3) references qualified to assess your past work history
- Inquiries may be directed to 509-345-2541 or email jobs@wilsoncreek.org

Please submit all application materials to:

Wilson Creek School District
PO Box 46
400 Navar Street
Wilson Creek, WA 98860

Disclaimer: The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees to this job.
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The Wilson Creek School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The Civil Rights Compliance Coordinator is available to handle questions and complaints of alleged discrimination. If you have questions and/or concerns please call Kandice Hansen (Civil Rights Compliance Coordinator, 504/ADA Coordinator) khansen@wilsoncreek.org or Loni Kozl (Title IX) athletics@wilsoncreek.org at Wilson Creek School District PO Box 46, Wilson Creek, WA 98860, phone 509-345-2541.
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