JOB OFFER

SPED Para Support

Faith-centered special education support role with instructional, behavioral, and school-based clinical care responsibilities

Position Title	SPED Para Support	**Pay**	$19+ / hr
Position Person	_____	**Classification**	Hourly, Non-Exempt
Location	4225 AZ-68, Golden Valley	**Reports To**	Assigned Teacher and School Administration
Grade Span	K - 6	**Schedule**	M – Th: 8am – 4:30pm

Company Profile

Academy of Exceptionalities is a Christian private school and religious organization in Golden Valley. Founded by a family deeply rooted in Christian values, the academy blends academic excellence with spiritual growth and maintains a low student-to-teacher ratio, typically around 4:1, to provide personalized attention, individualized support, and meaningful care for each student.

POSITION SUMMARY

Academy of Exceptionalities seeks a compassionate, dependable, and faith-aligned SPED Para Support professional to assist students in a Christ-centered learning environment. Under the direction of assigned teachers and school leadership, this role provides instructional reinforcement, behavioral support, personal care, and assigned school-based clinical care assistance for students with higher academic, developmental, behavioral, sensory, communication, and functional support needs. The position requires sound judgment, calm supervision, and the ability to independently manage individual students or small groups at times while protecting student safety, dignity, and continuity of learning.

Applicants must be comfortable supporting students who may kick, spit, bite, hit, scratch, throw objects, or attempt to leave supervised areas. Respond calmly using approved de-escalation strategies and student support plans; seek assistance when needed. This role does not require accepting unsafe conditions or waiving safety protections.

ESSENTIAL RESPONSIBILITIES

Instructional and Classroom Support

- Provide one-to-one and small-group support aligned with teacher plans, accommodations, and student learning goals.
- Reinforce instruction in academics, communication, social skills, executive functioning, daily living, and task completion.
- Prepare, organize, and adapt classroom materials; use visuals, manipulatives, assistive technology, and sensory supports as directed.
- Independently manage assigned centers, transitions, and small groups when the lead teacher is engaged elsewhere, maintaining routines, redirection, engagement, and safety.
- Support arrival, dismissal, lunch, recess, specials, assemblies, field trips, and other school activities as assigned.

Behavioral, Clinical Care, and Student Support

- Implement positive behavior supports, de-escalation strategies, and sensory-regulation supports with consistency, compassion, and professionalism.
- Assist with activities of daily living and personal care as needed, which may include toileting, diapering, hygiene, feeding, dressing, mobility, and positioning while preserving student dignity.
- Support safe transfers, wheelchair use, lifting, adaptive equipment, and physical guidance as trained and assigned.
- Support school-based clinical care by following health plans, therapeutic carryover routines, and student care procedures under the direction of teachers, administration, and/or authorized licensed personnel; promptly report concerns or changes in student status.
- Observe, document, and communicate student progress, behavior patterns, incidents, and care-related information accurately and promptly. Promptly report injuries, exposures, and safety concerns.
- Maintain a safe, orderly environment and respond appropriately to emergencies, elopement risk, behavioral escalation, and student health concerns.

Collaboration, Communication, and Professional Practice

- Work closely with teachers, families, therapists, and other team members to support consistent student expectations and progress.
- Attend training, staff meetings, and student support meetings as requested; implement coaching and feedback with professionalism. Complete required safety and care training before performing tasks that require it.
- Maintain strict confidentiality regarding student information, records, and family matters in accordance with school policy and applicable privacy requirements.
- Demonstrate reliability, punctuality, organization, professionalism, and a calm, student-centered presence.
- Perform related duties that support the mission, classroom functioning, and student success of the academy.

Faith and Mission Alignment

- Model Christian character, patience, kindness, humility, and respect in all interactions with students, families, and colleagues.
- Participate in prayer, devotions, chapel, and other Christ-centered activities that are part of the school day.
- Encourage students through biblical values, grace-filled redirection, and a nurturing approach to discipline and support.
- Serve as a positive representative of Academy of Exceptionalities and uphold conduct consistent with a Christian school environment.

QUALIFICATIONS

Required

- High school diploma or equivalent.
- Demonstrated ability to work patiently and effectively with students in the assigned grade span.
- LNA/CNA/RBT/SPED Para Certification or similar.
- Ability to follow direction and also independently supervise assigned students or small groups.
- Comfort providing hands-on support, personal care, and assigned clinical care assistance in a school setting.
- Strong communication, observation, documentation, and problem-solving skills.
- Ability to maintain confidentiality, professional boundaries, and a student-first mindset.
- Ability and willingness to support a Christian educational environment that includes prayer and biblical integration.

Preferred

- Associate degree, paraprofessional certification, or relevant college coursework.
- Previous experience in special education, behavior support, autism support, or therapeutic settings.
- CPR/First Aid certification or willingness to obtain and maintain required training.
- Training in de-escalation, trauma-informed practices, sensory regulation, or assistive communication.
- Experience in a Christian school, ministry, or faith-based youth setting.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

- Frequent standing, walking, kneeling, bending, crouching, and floor sitting.
- May lift, transfer, push, or pull students and equipment with proper training and assistance as needed.
- May be exposed to bodily fluids and must follow hygiene, safety, and PPE procedures.
- Requires emotional steadiness, situational awareness, and the ability to respond calmly in a fast-paced school setting.

Essential functions may be performed with or without reasonable accommodation, as applicable. Discuss accommodation needs with school administration.