

MID-OHIO EDUCATIONAL SERVICE CENTER JOB DESCRIPTION

Date:	4/16/2025
Title:	Educational Aide
Reports To:	Director of Human Resources
Employment Status:	As Determined by the District
MOESC Pay Schedule:	As Determined by the District
Days:	As Determined by the District
FLSA:	As Determined by the District

REQUIRED QUALIFICATIONS

- Valid Ohio Educational Aide's license
- Experience working with children
- Ability to work independently
- Successfully pass BCI/FBI background checks

GENERAL DESCRIPTION

Assist and supervise assigned student in any instructional or school related setting including, but not limited to: regular education classrooms, special education resource rooms, lunch area, treatment rooms, play area, recreation/physical education activities, field trips, hallways or bathrooms while under the supervision and direction of a teacher.

Knowledge of and ability to use, with training, appropriate techniques involving de-escalation, crisis intervention and physical restraints. Behaviors of some students with moderate / intense emotional and/or mental health needs are sometimes unpredictable and extreme and they may result in possible injury to the student, other students or staff members.

ESSENTIAL FUNCTIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily while supporting the learning environment. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Assist teacher in managing behavior of students' in classroom

- Develop/maintain relationships with students and parents
- Assist in the production or modification of instructional materials
- Assist students with organizational skills and study skills
- Reinforce goals and objectives of the students' IEP
- Use appropriate behavior management techniques with assigned student (s)
- Use appropriate motivational and reinforcement techniques with assigned student(s)
- Assist in the collection of data, maintenance of charts, informal assessments, and write anecdotal records as requested by the intervention specialist
- Participate in or attend team meetings as necessary
- Provide intervention specialist with ongoing feedback regarding changes in student performance
- Assist in care and organization of instructional materials and equipment
- Participate in bus loading and unloading, as necessary
- Maintain strict confidentiality standards; do not talk with or otherwise share information with staff or parents about any student unless directed to do so by the special ed teacher / intervention specialist
- Perform other job-related duties as assigned within the general scope of the job description by the intervention specialist, Program Manager and/or Student Services Director.

PERSONAL QUALITIES

- Possesses a high level of professional and ethical standards
- Acknowledges personal accountability for decisions and conduct
- Demonstrates professionalism and contributes to a positive work environment
- Effectively uses active listening, observation, reading, verbal, nonverbal, and writing skills
- Maintains an acceptable attendance record and is punctual
- Organizes tasks and manages time effectively
- Meets deadlines despite time constraints
- Uses diplomacy and exercises self-control when dealing with other individuals
- Wears work attire appropriate for the position
- Accepts responsibility
- Exhibits a positive outlook
- Takes initiative
- Exhibits a service mentality and is responsive to internal and external client requests for service
- Good Communication skills, both verbal and written
- Ability to work well with others and maintain confidentiality
- Participates in professional development that relates to the position
- Operate standard office equipment including computers, word processing, spreadsheets and communication software
- Seeks to be a leader in technology integration

- Shall remain free of any alcohol or nonprescribed controlled substance in the workplace throughout employment at Mid-Ohio ESC

WORKING CONDITIONS

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.

- Occasional exposure to blood and bodily fluids
- Occasional interaction among unruly students/adults, including the need to intervene physically in crisis prevention
- This job is performed in a generally clean and healthy environment. Travel among schools and districts is required
- Work requires definite skilled and accurate physical operations requiring some closely coordinated performance
- Work requires handling average weight materials or equipment (up to 25 pounds), but not for sustained periods
- Physical abilities include standing, walking, sitting for extended periods, operating a computer, talking/hearing, near and far visual acuity/depth perception/color vision/field of vision required and occasionally to reach with hands and arms

EVALUATION

Performance of this job will be evaluated by the school district Student Services Director according to Mid-Ohio ESC board policy with input from the Human Resources Director.

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned by the supervisor, appointing authority or designee.

Employee Signature

Date Received

The Mid-Ohio Educational Service Center is an equal opportunity employer.