

## Job Description

**Job Title:** Instructional Assistant IV – Title I  
**Position Code:** 3N12, TN12, CN12, LN12  
**Job Classification:** Non-Exempt

**Supervisor:** Principal  
**Pay Grade:** 18  
**Contract Length:** 192 Days

### Job Summary

This position is responsible for implementing early literacy intervention instruction for students. As determined by identified student needs, this individual will be assigned to work with multiple small groups of students.

### Essential Duties

1. Provide instructional lessons to reach achievement goals for individual students and targeted student groups in collaboration with classroom teacher and/or reading specialist.
2. Become knowledgeable of teaching methods and materials to support early literacy development.
3. Prepare instructional materials; performs designated literacy lessons with students; uses supplementary learning materials as needed.
4. Administer assessment tools to assess student abilities related to desired educational goals, objectives, and outcomes; assists in assessing and evaluating student achievement.
5. Collaborate with teachers and reading specialists in both written and oral formats, to share information regarding student achievement.
6. Maintain accurate records of student data.
7. Follow instructional schedule developed by personnel working with instructional assistant.
8. Participate in all required training sessions.
9. Model nondiscriminatory practices in all activities.

(These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

### Other Duties

1. Performs any other related duties as assigned by the Principal or other appropriate administrator.

### Job Specifications

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 accommodation may be made to enable individuals with disabilities, who are otherwise qualified, to perform the essential functions.

### Minimum Qualifications (Knowledge, Skills and/or Abilities Required)

Must possess 48 college credit hours, an Associate's degree or successfully passed ParaPro test. Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to speak effectively using proper grammar. Ability to write routine reports and correspondence. Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs. Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

### Working Conditions & Physical Requirements

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 accommodation may be made to enable individuals with disabilities to perform essential functions. While performing the duties of this job, the employee is regularly required to stand and reach with hands and arms; walk; sit; stoop or kneel; crouch or crawl. Duties may involve risk resulting from attending to students' physical or sanitation/hygiene needs. Must be physically capable of

frequently lifting or moving up to 50 pounds. Specific vision requirements include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to focus. Must have the ability to sit and stand for extended periods of time; exhibit manual dexterity to dial a telephone, to enter data into a computer terminal/typewriter, and to perform; see and read a computer screen and printed material with or without vision aids; hear and understand speech at normal levels and on the telephone; speak in audible tones so that others may understand clearly in person and on the telephone; ability to understand and follow oral and written instructions.

**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. Duties are normally performed in a school/classroom environment. Duties may be occasionally performed on field trips away from school. The noise level in the work environment is usually moderate to loud.

**Supervision Exercised:** None

**Supervision Received:** Principal

*This job description in no way states or implies that these are the only duties to be performed by this employee. The Instructional Assistant IV (Title I) will be required to follow any other instructions and to perform any other related duties as assigned by the Principal or appropriate administrator. Newport News Public Schools reserves the right to update, revise or change this job description and related duties at any time.*

**Approvals:**

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Supervisor

Date

**I acknowledge that I have received and read this job description.**

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Employee Name (Print)

Signature

Date

Revised 06/2021 CR