

## **JOB DESCRIPTION**

### **Student Support Aide**

**Title:** Student Support Aide

**Reports To:** Student Support Team

**FLSA Status:** Non-Exempt

**Work Schedule:** Full-time (10-month school year)

Student Support Aid works under the supervision of student support teams to provide instructional and behavioral support to students with disabilities. Support will be delivered in inclusive classrooms, and other campus environments for the entirety of the school day. The Aide works 1:1 with assigned students to build academic, communication, social, and independent living skills.

---

## **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Provide direct support to students with disabilities as outlined in Individualized Support Plan in students assigned classes.
- Implement behavior support strategies including reinforcement systems, redirection, and de-escalation protocols.
- Assist students in accessing curriculum and adapting classroom materials as needed.
- Support the development of life skills, communication skills, and social-emotional regulation.
- Collect and maintain student data on academic and behavioral progress.
- Reinforce instructional lessons and implement accommodations or modifications.
- Supervise students during classroom activities, transitions, lunch, and recess.
- Communicate professionally and respectfully with students, staff, and families.
- Attend training, IEP meetings (as requested), and professional development sessions.
- Maintain confidentiality and adhere to FERPA and HIPAA regulations.

- Uphold School policies and ethical standards in all school environments.
  - Perform other duties as assigned.
- 

## **REQUIREMENTS**

### **Minimum Qualifications:**

- High school diploma or equivalent.
- Experience working with individuals with Autism Spectrum Disorder (ASD) preferred

### **Preferred Qualifications:**

- Experience working with students with disabilities, especially autism spectrum disorder (ASD), ADHD, or learning differences.
  - Knowledge of Applied Behavior Analysis (ABA) principles is a plus.
  - First Aid/CPR Certification.
- 

## **KNOWLEDGE, SKILLS, AND ABILITIES**

- Patience, empathy, and a strong desire to support diverse learners.
- Ability to build rapport with students while maintaining boundaries.
- Strong verbal and written communication skills.
- Organizational skills and attention to detail in data tracking.
- Ability to remain calm and responsive during challenging behaviors.
- Flexibility in changing environments and duties.
- Physical stamina to keep up with active students.

- Commitment to confidentiality and professional conduct.
- 

## WORK ENVIRONMENT

Students Support Aides may work in general education classrooms, therapy settings, or outdoor areas (e.g., playgrounds, field trips). The role will require mobility between different environments throughout the school day and regular engagement with students who have a wide range of support needs.

---

## PHYSICAL REQUIREMENTS

- Ability to lift up to 30 lbs and assist students with physical needs (e.g., mobility, hygiene).
  - Frequent kneeling, bending, squatting, or sitting on the floor to support students.
  - Ability to quickly respond to behavior or safety situations (e.g., blocking exits, guiding students).
  - Visual and auditory attention to monitor student behavior and engagement.
  - Ability to model speech, gross/fine motor skills, and other functional behaviors.
- 

## COMPENSATION

### Hourly Range:

- **\$18.00 – \$25.00/hour** (based on experience, education, and certifications)