# Instructional Aide-Behavior Support
# General Education

**Rev April 2026**

**Reports to:** Principal/Behavior Coach

**Dept./Campus:** Assigned Campus

**Status:** Non-Exempt

**Paygrade:** 302

**Term:** 185 Days

## PRIMARY PURPOSE:

Help meet behavior needs of individual students or small groups inside and outside classroom. Assist with the implementation of campus or district behavior support and implementation of Tier I, II, and III level; self-help, behavior management, and instructional programs. Work under general supervision of Behavior Coach and campus principal.

## MAJOR RESPONSIBILITIES AND DUTIES

- **Student Management**
  - Help oversee the behavior of assigned student(s). This includes intervening in crisis situations, to include verbal de-escalation when necessary.
  - Recognize differences in student's communicative, and emotional needs, and adapt methods and interaction accordingly.
  - Work with assigned student(s) or small groups to develop behavioral strategies and social skills, and conduct instructional exercises assigned by the Behavior Coach including; proactive check-ins, support for scheduled student breaks, restorative skill building conversations with students (feedback sheets, problem solving sheets, etc.).
  - Provide de-escalation support; Verbal (SAMA Prog 1), and sensory options, and self-regulation activities.
  - Provide Social Skills lessons and alternate behavior planning.
  - Keep the Behavior Coach informed of special needs or concerns of assigned student(s).
  - Support communication regarding ongoing strategies with administration and teachers.
- **Other**
  - Participate in professional development programs, faculty meetings, and special events as assigned.
  - Follow district safety protocols and emergency procedures.
  - Maintain confidentiality.

## SUPERVISORY RESPONSIBILITIES

- None.

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## QUALIFICATION GUIDELINES

**Education/Certification/Experience:**

High School diploma or hold a General Educational Development (GED) certificate. Have met formal academic assessment, Associate's degree, or two years of study at an institution of higher learning. Valid Texas Educational Aide certificate, (obtainable through GISD upon hire) **Required by Every Student Succeeds Act (ESSA).* At least three years of experience working with children preferred. Minimum of three years of experience working with children.

**Knowledge/Skills/Abilities:**

- Ability to work with children
- Ability to follow verbal and written instructions
- Ability to communicate effectively with children and adults
- Ability to work with frequent interruptions
- Ability to demonstrate patience while working with students

**Mental/Physical/Environmental Demands:**

- Tools/Equipment; Standard office equipment including computer and peripherals; standard instructional equipment; other instructional equipment; other specialized equipment used by student(s)
- Frequent standing; kneeling/squatting, bending/stooping, pushing/pulling, and twisting; Frequent walking and reaching
- Frequent light lifting and carrying (less than 15 pounds) occasional heavy lifting (45 pounds or over), supporting behavior utilizing district approved strategies lifting and moving adaptive or other classroom equipment
- Work inside and outside (exposure to sun, heat, cold, and inclement weather); exposure to noise; exposure to biological hazards (bacteria, communicable diseases)
- Work with frequent interruptions; maintain emotional control under stress