



### **INSTRUCTIONAL ASSISTANT**

Instructional Assistants support the classroom teacher in the area of Reading and Mathematics. They also fulfill supervisory duties such as recess and lunch. Work is performed under the supervision of the Co-Heads of School.

### **EDUCATIONAL PHILOSOPHY**

- Believes in the core values of the organization: Teamwork, Collaboration and Growth Mindset.
- Believes in attention to detail and following through with even the most nominal of expectations.
- Believes in providing scholars with a rigorous elementary school curriculum that will prepare students for success in middle school and ultimately high school, college and the work force.

### **INSTRUCTIONAL PROFICIENCY**

- Assists the classroom teacher with implementing required curricula and engaging activities to meet academic standards.
- Participates in collaborative grade-level activities and professional development.

### **CULTURAL COMPETENCY**

- High expectations for ALL students regardless of race, ethnicity, socio-economic background or language barrier.
- Trained in or willing to be trained in and implement culturally relevant pedagogy.
- Is able to assist with the execution of culturally relevant lessons.
- Conveys information clearly to students and families.

### **DATA PROFICIENCY**

- Is a risk-taker who is willing to try new and innovative approaches to support teaching in addition to effective practices that has been implemented for years.
- Embraces challenge and is open to assisting the classroom teacher with achieving effective outcomes/high growth for all ability levels.

### **COMMUNITY ENGAGEMENT**

- Able to respectfully and effectively communicate with parents and surrounding community while maintaining necessary position.
- Willing to develop and maintain positive rapport with families and community members.

### **REQUIREMENTS**

- Belief in and alignment with Ignite's core beliefs and educational philosophy.
- Bachelor's degree preferred; not required. Associate's degree or 60 semester hours of college credit or successful completion of ParaPro Assessment test required.
- Preferred experience in an urban public school or charter school setting.

### **COMPENSATION**

IAA will offer competitive pay and benefits for all full-time employees.

*Ignite Achievement Academy is an Equal Opportunity Employer that hires without consideration to race, religion, creed, color, national origin, age, gender, sexual orientation, marital status, veteran status, disability, or any other category protected by applicable law.*