

Job Title: K - 3 Literacy Paraprofessional
Department: Assigned School
Reports To: Assigned Principal
FLSA Status: Non Exempt
Salary Schedule: SC lane 01



SUMMARY

Under the direction of the school principal, with support from the learning coach and reading interventionist, the K-3 Literacy Paraprofessional assists the classroom teacher in maintaining appropriate classroom activities and environment in order that students may learn effectively. This position performs a variety of instructional and classroom management supports, as well as related clerical tasks to support teachers and other professional staff in all classrooms or learning environments.

ESSENTIAL DUTIES AND RESPONSIBILITIES *may include the following. Regular, reliable worksite attendance and timeliness is an essential job function to perform the essential duties and responsibilities of the position. While this job description attempts to outline all essential duties of the position, the description is not a contract and the job functions are subject to change at the organization's discretion. Other duties may be assigned.*

Provides explicit, systematic, small group and one-on-one reading instruction to K-3 students, with a focus on students performing below grade-level reading benchmarks.

Assists in carrying out specific goals and instructional strategies designated in student Individualized Reading Plans (IRPs).

Confers regularly with assigned classroom teachers, the learning coach, and the reading interventionist regarding student learning, challenges, instructional strategies, and instructional schedules.

Participates in the development, maintenance, and implementation of classroom management systems.

Guides students in working and interacting harmoniously with other students.

Assists teachers by preparing materials for a variety of tasks and classroom activities as needed.

Operates various types of office equipment, such as computers and copy machines.

Participates in training sessions and/or in-service workshops when assigned.

Works collaboratively in a team environment.

Complies with established WCSD policies and procedures.

SUPERVISORY RESPONSIBILITIES

This job has no supervisory responsibilities.

KNOWLEDGE, SKILLS, ABILITIES, AND QUALIFICATIONS *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 accommodations may be made to enable individuals with disabilities to perform the essential functions. Must demonstrate an acceptable level of maturity, good judgment, and emotional stability.*

Ability to assist with implementation of the instructional program and to participate in monitoring and ensuring appropriate student behavior.

Ability to read, write, and communicate effectively in English at a level required for successful job performance. Ability to help others. Ability to meet and interact with teachers and students with tact, courtesy, and discretion.

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals.

Ability to apply common sense understanding to carry out essential duties of this position. Ability to carry out instructions furnished in written, oral, or diagram form.

EDUCATION and/or EXPERIENCE

Associate's degree or 48 semester credit hours from a college/university; or passing results on an approved Paraprofessional Assessment.

Previous experience in a public school setting is preferred. The ability to operate office machines, perform routine record keeping functions, and establish and maintain effective working relationships with co-workers, teachers, students, and the public preferred.

CERTIFICATES, LICENSES, REGISTRATIONS

This position does not require any certificates or licenses.

PHYSICAL DEMANDS *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.*

While performing the duties of this job, the employee is regularly required to use hands to handle, or feel, and talk or hear. The employee frequently is required to stand, walk, and reach with hands and arms. The employee is occasionally required to sit; climb or balance; stoop, kneel, crouch, or crawl; and taste or smell. The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

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.*

While performing the duties of this job, the employee occasionally works in outside weather conditions. The noise level in the work environment is usually moderate.

Prepared By: Assistant Superintendent, Elementary Schools		Date: 09/03/2026	
Approved By: Assistant Director, Human Resources		Date: 09/03/2026	
☐ Review	☐ Revised	By:	Date:
☐ Review	☐ Revised	By:	Date:
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☐ Review	☐ Revised	By:	Date:

EMPLOYEE ACKNOWLEDGEMENT OF RECEIPT:

By signing below, I acknowledge that I have received a district approved position description for my current position. I understand it is my responsibility to review the position description and direct any questions regarding the position description to my department supervisor or the Human Resources Department.

Print Name:	Date:
Employee Signature:	