

Job Title: Native American Program Assistant
Department: Elementary & Secondary Education
Reports To: TSA Indian Education Specialist
FLSA Status: Non Exempt
Salary Schedule: SC lane 02



SUMMARY

Under the direction of certified instructional personnel, the Native American Program Assistant provides instructional support in language arts, mathematics, and science to American Indian students within WCSD. The Assistant follows the established program and also assists in other district programs as assigned.

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.*

Assists in organizing and completing activities for after-school Indian Education activities.

Provides individualized and small group instruction in order to adapt the curriculum to the needs of each pupil to the extent possible.

Attends various Indian Education meetings (examples include, but not limited to, math/literacy nights, Navajo language/government classes, IPAC meetings).

Guides students in working and interacting harmoniously with other students.

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

Complies with established district 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 operate office machines and perform routine record keeping functions preferred.

Ability to read, write, and communicate effectively in English at a level required for successful job performance. Ability to read and comprehend simple instructions, short correspondence, and memos. Ability to write simple correspondence. Ability to effectively present information in one-on-one and small group situations to employees of the school district.

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. Ability to troubleshoot and solve problems involving concrete variable situations. Ability to define problems, collect data, establish facts, and draw valid conclusions.

EDUCATION and/or EXPERIENCE

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

Prior experience with the American Indian culture and familiarity with American Indian customs is preferred, but not required.

CERTIFICATES, LICENSES, REGISTRATIONS

Must have and maintain an active Utah Driver's License. Must complete Utah Risk Management Defensive Driver training every two years. (Utah Code R31-1)

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: District ESL Coordinator			Date: 08/13/2015
Approved By: Executive Director, Human Resources			Date: 08/18/2015
☐ Reviewed	☒ Revised	By: Assistant Director, HR	Date: 01/28/2019
☐ Reviewed	☒ Revised	By: Assistant Director, HR	Date: 11/01/2024
☐ Reviewed	☒ Revised	By: Assistant Director, HR	Date: 08/14/2026
☐ Reviewed	☐ 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:	