

Title I – Instructional Assistant – Garden Program

Position Details

Class Code: 1213

Job Family: Para-Professional/Aides/Assistants

Classification: Support Professional

Terms of Employment: [Pay Grade 44 on the Support Professional Salary Schedule](#)

FLSA STATUS: NON-EXEMPT

Position Summary

Under immediate supervision of a licensed teacher/professional, assists in conducting classes, related to gardens curriculum (i.e., traditional, hydroponics, aquaponics, and other types of gardens).

Essential Duties and Responsibilities

This list of Essential Duties and Responsibilities is not exhaustive and may be supplemented.

1. Assists licensed teacher/professional in the integration of garden programs into student curriculum.
2. Assists licensed teacher/professional in selecting, ordering, planting, and maintenance of gardens, trees, shrubs, ground covers, and turf grasses.
3. Assists licensed teacher/professional in planning, designing, and maintaining gardens including, but not limited to control of plants and insects, etc.
4. Assists licensed teacher/professional in the production of gardens and maintain records related to growth and progress.
5. Assists licensed teacher/professional in teaching the techniques of gardening and grade-level appropriate curriculum.
6. Assists licensed teacher/professional in preparing fertilizer, compost, insect control, harvesting, etc.

7. Assists licensed teacher/professional with partnerships within the school community, families, students, and other business partners to develop and maintain garden programs.
 8. Assists licensed teacher/professional in maintaining discipline and encouraging acceptable behavior.
 9. Assists licensed teacher/professional in taking attendance, correcting papers, collecting money, and presenting instructional materials.
 10. May assist with feeding students by preparing, distributing, ordering, and administering snacks and special lunches.
 11. May type and duplicate bulletins, instructional materials, schedules, correspondence, reports, and a variety of classroom and school material.
 12. May assist with the loading and unloading of buses to ensure that students board the proper bus.
 13. May operate a variety of office machines.
 14. May contribute to reports on student progress, behavior, and performance.
 15. May keep records and administer medication to students per parent/guardian authorization.
 16. May assist students with daily assigned activities.
 17. May perform Cardiopulmonary Resuscitation/Automated External Defibrillator (CPR/AED), when necessary.
 18. Completes standard Clark County School District/school forms.
 19. Conforms to safety standards, as prescribed.
 20. Performs other tasks related to the position, as assigned.
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Distinguishing Characteristics

Involves knowledge and experience in the field of horticulture/gardening.

Knowledge, Skills, and Abilities (Position Expectations)

1. Knowledge of CPR/AED and Universal Precautions.
2. Knowledge of gardening in all phases.
3. Knowledge of plant propagation and cultivation.
4. Knowledge of the principles of horticulture, gardening, greenhouse and nursery management.
5. Ability to operate a variety of equipment and tools for traditional, hydroponics, aquaponics, etc., for use with horticulture/garden programs.

6. Ability to withstand heights and perform work safely.
 7. Ability to wear personal protective equipment (PPE).
 8. Ability to work in confined spaces.
 9. Ability to deal with unusual behavior and crisis situations.
 10. Ability to work effectively with all types of students.
 11. Ability to learn and apply school rules, regulations, and procedures.
 12. Ability to interpret and apply verbal and written instruction.
 13. Ability to maintain confidentiality.
 14. Ability to perform several different tasks and determine priorities.
 15. Ability to plan and organize work.
 16. Ability to perform routine record keeping.
 17. Ability to work cooperatively with employees, students, parents/guardians, and the public.
 18. Ability to recognize and report hazards and apply safe work methods.
 19. Possess physical and mental stamina commensurate with the responsibilities of the position.
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Position Requirements

Education, Training, and Experience

1. High school graduation or other equivalent (i.e., General Educational Development (GED), foreign equivalency, etc.).
2. Six (6) months experience in gardening programs (i.e., traditional, hydroponics, aquaponics, and other gardens) or related experience.
3. Minimum of 48 credit hours from an accredited college or university or a passing score on the Educational Testing Services (ETS) ParaPro assessment.

Licenses and Certifications

1. A valid driver's license or state-issued identification card.
2. Current CPR/AED certificate from the American Heart Association, American Red Cross, or other similar organization. Certification must be maintained for the duration of the assignment. Certification training must be in-person and include a hands-on component. Online courses will not be accepted. A copy of the front and back of the CPR/AED certificate must be uploaded into the application.

Preferred Qualifications

Two (2) years professional experience working with or instructing students in horticulture/garden programs.

Document(s) Required at Time of Application

1. High school transcript or other equivalent (i.e., GED, foreign equivalency, etc.).
 2. Copy of a valid driver's license or state-issued identification card.
 3. College transcript(s) from an accredited college or university, if applicable or copy of passing score on the ETS ParaPro assessment.
 4. Current CPR/AED certificate as indicated above. A copy of the front and back of the CPR/AED certificate must be uploaded into the application.
 5. Specific documented evidence of training and experience to satisfy qualifications.
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Examples of Assigned Work Areas

District schools – cafeterias, classrooms, designated school areas, gardens, playgrounds, etc.

Work Environment

Strength

Sedentary to Heavy - exert force of 10-100 lbs., occasionally/frequently/constantly.

Physical Demand

Frequent sitting, standing, walking, pushing, pulling, carrying, crawling, stooping, kneeling, crouching, reaching, handling, repetitive fine motor activities, climbing, and balancing. Mobility to work in a typical office setting and use standard office equipment. Stamina to remain seated and maintain concentration for an extended period of time. Hearing and speech to communicate in person, via video conference and computers, or over the telephone. Vision: Frequent near and far acuity, and color vision. Vision to read printed and online materials, a Video Display Terminal (VDT) screen, or other monitoring devices.

Environmental Conditions

Climate-controlled office setting and outdoor setting with temperatures ranging from mild/moderate to extreme cold/heat. Exposure to noise levels ranging from moderate to loud for occasional to frequent time periods.

Hazards

Furniture, playground/office equipment, communicable diseases, chemicals and fumes (as related to specific assignment), and power/hand-operated equipment and machinery (as related to specific assignment).

Examples of Equipment/Supplies Used to Perform Tasks

Personal protective gear (i.e., gloves, respirators, goggles, masks, etc.), garden tools and equipment (i.e., hand rakes, shovels, etc.), computers, printers, typewriters, fax machines, calculators, copy machines, telephones, school supplies, etc.

AA/EOE Statement

The Clark County School District is proud to be an equal opportunity employer. The Clark County School District is committed to providing all applicants and employees equal employment opportunities without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, genetics, disability, age, military status, or other characteristics protected by applicable law. Here at Clark County School District, we are a diverse group of people who honor the differences that drive innovative solutions to meet the needs of our students and employees. We believe that through a culture of inclusivity, we have the power to reflect the community we serve.

Job Revision Information

- Revised: 04/04/23
- Created: 03/18/16