



## Human Resources Office

102 S. Hickory Avenue, Bel Air, Maryland 21014

Telephone: 410-588-5238

Email: [staffmanagement@hcps.org](mailto:staffmanagement@hcps.org)

[www.hcps.org](http://www.hcps.org)

January 3, 2022

AN EQUAL OPPORTUNITY

### VACANCY ANNOUNCEMENT

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.

### INCLUSION HELPER

To provide support and assistance to students with severe disabilities.

#### DUTIES AND RESPONSIBILITIES INCLUDE

*These items are intended only as examples of the various types of job duties to be performed. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.*

- Provides support to students during instruction; provides modifications and accommodations.
- Facilitates student independence in the least restrictive environment.
- Provides assistance to students to complete assignments; follows-up and reinforces activities.
- Monitors student behavior and implements behavioral strategies and intervention plans.
- Provides assistance with personal care needs including, but not limited to, lifting, transferring, feeding, and toileting.
- Prepares instructional materials for students based on the direction of the teacher.
- Charts data on student progress, as necessary.
- Participates in professional development programs as assigned.
- Performs other work-related duties as assigned.

#### SALARY

Starting Salary for Inclusion Helpers (\$18,716)

Proposed school year 22-23 Salary (\$21,228) \*Pending state and local funding.

May increase with additional education and experience.

#### REQUIREMENTS

- High school diploma or minimum educational standard established through federal legislation.
- Possess strong verbal and interpersonal skills.
- Able to meet physical requirements of position which are considered essential job functions, with or without accommodation, by passing pre-employment exam. Such requirements directly support students and include, but are not limited to, squatting, kneeling, and ability to lift and transfer students weighing up to 40 pounds.
- Experience working with students with disabilities preferred.
- Specific skills as dictated by the needs of the students.

#### HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Employment Opportunities section of the HCPS website at [www.hcps.org](http://www.hcps.org). If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

The Board of Education of Harford County does not discriminate on the basis of age, ancestry/national origin, color, disability, pregnancy, gender identity/expression, marital status, race, religion, sex, or sexual orientation in matters affecting employment or in providing access to programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

In accordance with the requirements of Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681, et seq.), Harford County Public Schools does not discriminate on the basis of sex in any of its programs or activities or with regard to employment. Inquiries about the application of Title IX, and its implementing regulations to Harford County Public Schools may be referred to Dr. Paula Stanton, Harford County Public Schools Title IX Coordinator, by mail to 102 S. Hickory Avenue, Bel Air, Maryland 21014, or by telephone to 410-809-6064 or by

email to Paula.Stanton@hcps.org, or the Assistant Secretary for the Office of Civil Rights in the United States Department of Education by mail to 400 Maryland Avenue, SW, Washington, DC 20202 or by telephone 1-800-421-3481, or both.

***AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE***