

**SCHOOL DISTRICT #22 (Vernon)
JOB DESCRIPTION**

**Position: Indigenous Support Worker (ISW)
Job No: 101**

POSITION SUMMARY: Under the direction of the Director of Indigenous Programs, or designate, the incumbent assists the classroom/learning assistance teacher(s) by providing enhanced learning experiences to designated students of Indigenous ancestry. The director will designate the Indigenous student(s) that are to receive assistance.

POSITION DUTIES AND RESPONSIBILITIES:

- Primary responsibilities include working with individual Indigenous students and small groups of Indigenous students in all areas of curriculum, participating in other related educational and cultural activities, and providing opportunities for increasing Indigenous students' cultural awareness and self esteem by developing a positive relationship with them.
- Responsibilities include providing academic support by assisting the classroom teacher(s) in giving special attention to Indigenous children (e.g., intellectual, spiritual, physical, emotional/social), either on a one-to-one basis or in small groups; assisting teachers with preparation of specialized teaching aids and materials for Indigenous children with learning or emotional problems; coaching Indigenous students in prepared exercises in basic subjects such as reading, mathematics, etc. and assisting students with corrections; operating a variety of computer and learning related programs and/or equipment in the performance of job duties.
- Cultural support includes assisting in developing Indigenous activities and programs, assembling materials and teaching aides to support the program for Indigenous students and accompanying Indigenous students on authorized field trips when necessary with the understanding that at times field trips may extend beyond normal working hours.
- Emotional/attitude/self-esteem support includes helping to develop a positive attitude in Indigenous students towards school by showing the value of being able to read, write, compute and understand efficiently; encouraging positive identity and self-image in Indigenous students; motivating and encouraging Indigenous students to work to their full potential so that they, and others, recognize their special gifts and talents; and assist by making the school administration aware of Indigenous students' gifts, talents and goals so that each Indigenous student is encouraged to stay involved.

REQUIRED EDUCATION AND EXPERIENCE:

- Six months of relevant training which includes recent Okanagan College Education Assistant Certificate, or equivalent education, (e.g., *similar to a 450 hour post-secondary EA program*) including practicum experience.
- Four months of recent, successful experience working with Indigenous youth.
- Life experience, knowledge of and sensitivity to values, beliefs and needs of local Indigenous communities.
- Familiarity with current computer programs.

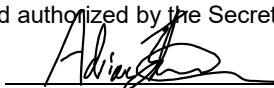
REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

- Demonstrated ability to learn and successfully use new technology.
- Demonstrated skills in literacy, numeracy and English.
- Demonstrated ability to develop rapport with students.
- Demonstrated ability to work as part of a team.
- Demonstrated initiative, strong interpersonal skills, flexibility and good communication skills.
- Ability to maintain confidentiality.

This description contains the elements necessary for the identification and evaluation of the job. It is not an exhaustive list of the duties to be performed. Duties not listed should not affect the evaluation.

Approved and authorized by the Secretary-Treasurer or designate:

Signature: _____



Date: January 11, 2022