

Anoka Hennepin Independent School District #11

Position Standard

Job Coach

Job Coach, working under the direction of a licensed vocational education teacher, assists with the vocational development of disabled students.

Essential Functions:

- Assist high school special needs students (at their school or in the community) in a variety of work sites.
- Exploration of work sites.
- Skills training at work sites in a variety of areas such as landscape, housekeeping, food service, custodial, office and warehouse.
- Perform other duties as assigned.

Minimum Qualifications:

- High School Diploma or equivalent.
- Ability to work with disabled students under the direction of work experience handicapped coordinators.
- Good communication and organizational skills.
- Ability / desire to work cooperatively with department and district staff.
- Must have reliable transportation.
- Ability to maintain regular attendance, which includes completing an assigned day.
- Must be able to lift a minimum of 50 pounds.
- Ability to perform position responsibilities including physical factors, work devices and materials handling, data functions, and people functions.
- Must be physically working in the building/on site.

The following physical capacities are required:

- Strength:** The ability to manage one's own weight and the additional weight of equipment or another person in daily duties.
1. Minimum level of strength - dead lift 1/3 body weight or a minimum of fifty pounds.
 2. Carry a minimum of forty pounds at waist level for a distance of sixty feet.
 3. Push, pull, lift and carry a minimum of fifty pounds.
- Flexibility:** The ability to move freely in various directions and the ability to bend or stretch freely in all situations according to work demands.
1. Normal, unrestricted, active range of motion at the back and hips, elbow, shoulder, ankle, knee, neck and wrist.
 2. Functional use of the body in routine movements requiring bending, stretching, reaching, extending, and flexing.
- Endurance:** The ability to maintain effort throughout tasks and the workday, including cardio respiratory endurance.
- Agility:** The ability to change body directions rapidly with fluid movement in order to accomplish a task in a smooth and efficient manner.

Physical Factors include:

Constant: twisting/pivot, reaching, repetitive arm, simple grasp, firm grasp, fine manipulating, talking, hearing, near vision (up to 20”), midrange vision, far vision (over 20’), visual accommodation; field of vision;

Frequent: standing, walking, lifting or 25 lbs or less, lifting above shoulder, lifting waist to chest, lifting below waist, carrying, pushing, pulling, climbing, stooping, kneeling, feeling.

Occasional: sitting