

# ASPIRE ACADEMY

---

## EDUCATIONAL THERAPIST JOB POSTING

Position:	Educational Therapist; part-time and full-time, English-speaking and bilingual positions available
Start Date:	Immediate
Compensation:	Based on experience, to be discussed

Our goal at Aspire Academy is to create an amazing and unique work culture that fosters professional and personal growth in every member of our team. Creating and maintaining an amazing work environment takes effort from everyone who works at an organization, therefore every team member at Aspire Academy is expected to:

- Recognize and appreciate the impact that they have on their students and colleagues each day
- Positively contribute to our work culture at Aspire Academy
- Be motivated and willing to learn
- Be flexible and open to change as Aspire grows and evolves
- Work independently with minimal supervision, as well as on a team
- Practice effective problem solving and conflict resolution strategies
- Remain calm and non-confrontational under pressure
- Accept feedback openly, reflect on this feedback and adjust their performance
- Develop performance-related goals for themselves in collaboration with their supervisor(s) then actively work towards accomplishing these goals
- Actively participate in professional development activities
- Practice self-care (in whatever way that suits them!) so that they bring their best self to work every day
- Uphold a high standard of ethical and professional behaviour (i.e. deal with confidential information appropriately, understand boundaries, make ethical decisions, treat clients and colleagues with dignity and respect etc.) for themselves and their colleagues
- Respect our physical space and regularly participate in tasks that keep our space clean, safe and inviting
- Complete tasks as assigned to ensure that operations run smoothly (i.e. follow assigned schedule, understand and follow workplace policies, submit employment documentation as needed, submit payroll in a timely manner)
- Understand the roles at Aspire Academy and how they interact; seek support/feedback and direct ideas/questions accordingly

These behaviours aren't just "extra, when-you-have-time-for-them" tasks; they are "ongoing, non-negotiable, all-the-time" tasks because they lay the foundation for all the magic that happens at Aspire!

At Aspire Academy, Educational Therapists work directly with our students under the guidance of a Lead Therapist and Teacher. Our unique approach to group learning incorporates a number of different teaching styles (i.e. small group, triadic, dyadic, one-on-one) and requires our team to work in a variety of capacities each day. In order to create an optimal learning environment for our students, our Educational Therapists must think on their feet, problem solve on the spot, and work flexibly and collaboratively as a team. In addition to the behaviours listed above, an Educational Therapist at Aspire:

- Supports their assigned Lead Therapist and/or Teacher as they run learning programs by;
  - Providing support in order to ensure the program runs as smoothly as possible
  - Participating in classroom planning as directed
  - Organizing play centers and learning activities
  - Gathering and preparing teaching materials
  
- Supports Aspire Academy students by;
  - Continually developing and maintaining positive relationships (i.e. pairing)
  - Delivering instruction in one-on-one and group settings (i.e. dyads, triads, small groups)
  - Providing least-intrusive support (instructions, prompts etc.) to increase their success and ensuring that supports are faded appropriately
  - Continually assessing the motivation, preferences and effectiveness of reinforcers then adjusting teaching, materials and activities accordingly
  - Collaborating with their Lead Therapist and Teacher to complete assessments for new students
  
- Provides active supervision of students during unstructured periods throughout the day (i.e. snacks, recesses, after school etc.) by;
  - Engaging and communicating with the students
  - Guiding students in appropriate socialization/play
  - Guiding students in conflict resolution etc.
  - Remaining in close proximity to the students (at all times when outside)
  - Ensuring the safety and well-being of the students
  
- Uses behaviour analytic strategies effectively by;
  - Collecting and graphing data as directed
  - Implementing behaviour modification strategies under the guidance of their Lead Therapist
  
- Communicates with;
  - Their students' parents and guardians regularly (at pick-up or via Class Dojo) to provide a basic-level summary of the day (i.e. things the student was successful with, materials that are needed)
  - Their Lead Therapist regarding behavioural and programming-related questions and concerns
  - Their Teacher regarding academic questions and concerns

We proudly provide all new employees with ample training, support and encouragement as they start transition onto our team at Aspire Academy.

If you are interested in applying for this position, please email your resume and cover letter to [academy@insideaspire.com](mailto:academy@insideaspire.com) or attend one of our upcoming job fairs. We will happily reply to, meet with and interview suitable candidates!