

# Municipal Partners for Inclusive Recreation

Ballwin, Brentwood, Crestwood, Des Peres, Ellisville, Kirkwood,  
Manchester & Sunset Hills Parks & Recreation Departments

**JOB TITLE:** Inclusion Support Staff

**REPORTS TO:** Program Supervisor, Coordinator of Inclusive Recreation

**JOB SUMMARY:** An Inclusion Support Staff person works with individuals of varied ages and disabilities in existing recreational programs offered by the parks and recreation departments participating in Municipal Partners for Inclusive Recreation. Responsibilities vary based upon each participant's needs, but can range from one-on-one support for a program participant to assistance as needed. Responsible for facilitating their participation and socialization in the program's activities, as needed per their disability. This may involve adapting the environment, adapting rules and teaching methodologies, and adapting equipment.

## **ESSENTIAL FUNCTIONS:**

- \* Possess a positive attitude and a desire to work with people with disabilities in a recreation environment.
- \* Demonstrate patience.
- \* Demonstrate creativity, initiative, enthusiasm, dependability and punctuality.
- \* Interact with and work as a team-player with the program participant, his/her family, peers, and program staff.
- \* Willingness to be actively involved and participate in the program.
- \* Willingness to acquire new skills.
- \* Ability to develop a rapport with the program participant as well as everyone involved in the program.
- \* Ability to learn and to grow in the position by accepting constructive feedback from their supervisor, parents and/or program staff.
- \* Ability to provide a safe and fun environment for all.
- \* Perform additional duties as assigned.

## **KNOWLEDGE, SKILLS & PHYSICAL REQUIREMENTS:**

- \* Must be a responsible person 16 years of age or older with a valid driver's license or a means to get to the program site(s).
- \* Experience working with people with disabilities or strong desire to gain experience.
- \* Good knowledge of basic customer service.
- \* Ability to be physically active and mobile which may include lifting and pushing as needed.
- \* Stamina to actively participate with program participant(s) in walking, running, standing, and/or sitting positions.
- \* Ability to use a variety of communication methods; i.e. sign language, picture schedule.

***COGNITIVE SKILLS REQUIRED:***

- \* Ability to demonstrate dependability, promptness and punctuality.
- \* Ability to follow directions.
- \* Ability to be responsible.
- \* Ability to identify barriers that hinder a participant's success and implement all reasonable accommodations.
- \* Ability to address needs, concerns, comments, and questions.

***EDUCATION AND TRAINING:***

- \* Certified in CPR and First Aid (required by some departments).
- \* Attend mandatory training sessions and staff meetings.

***HOURS AND RATE OF PAY:***

Hours vary depending upon program and department. Rate of pay varies based upon experience, qualifications and department.

***Persons interested in this position may contact:***

**Terri Johnson, CTRS, CPRP**  
**Municipal Partners for Inclusive Recreation**  
**The Lodge Des Peres**  
**1050 Des Peres**  
**Des Peres, MO 63131**  
**Phone: 314-835-6157 or use Relay Missouri 711**  
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