

Behavioral Specialist

Purpose Statement

The role of the Behavior Specialist will be to contribute to the management of student behavior intervention within the District to include designing and implementing supporting strategies, providing professional development, supporting staff and students, and collaborating with various personnel.

Essential Functions

- Conduct functional behavior assessments and present data to collaborative teams
- Facilitate and coach teams through the development and implementation of functional behavior assessments/behavior interventions plans and crisis plans for identified students.
- Exceptional knowledge in the use of assessment and assessment data to inform instruction and prescribe work plans for individual students.
- Assist teachers in the identification and development of individualized behavior interventions intended to change behaviors; using evidence based strategies.
- Collect data regarding student behaviors and recommend appropriate instructional modifications to develop responsible thinking and decision-making skills in students. Identify and implement appropriate interventions for students in need of additional assistance.
- Present professional development for administrators and teachers on behavior intervention, anger management, as well as other topics and support the staff in the implementation of their new learning.
- Provide support and informational workshops to parents.
- Keep teachers and other staff informed of progress, incidents and concerns.
- Complete required paperwork in an accurate and timely manner
- Perform other duties that are assigned

Other Functions

- Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.
- Bilingual/Biliterate Spanish fluency is preferred to provide parents/guardians with in-the- moment information.

Job Requirements: Minimum Qualifications

Skills, Knowledge and Abilities

SKILLS are required to perform multiple, technical tasks with a need to occasionally upgrade skills in order to meet changing job conditions. Specific skill based competencies required to satisfactorily perform the functions of the job include: operating standard office equipment including utilizing pertinent software applications; planning and managing projects and programs; overseeing program activities; developing effective working relationships; preparing and maintaining accurate records; administering personnel policies and procedures; and program evaluation and assessment techniques.

KNOWLEDGE is required to review and interpret highly technical information, write technical materials, and/or speak persuasively to implement desired actions; and analyze situations to define issues and draw conclusions. Specific

knowledge based competencies required to satisfactorily perform the functions of the job include: pertinent laws, codes, policies, and/or regulations.

ABILITY is required to schedule a significant number of activities, meetings, and/or events; often gather, collate, and/or classify data; and use job-related equipment. Flexibility is required to independently work with others in a wide variety of circumstances; work with data utilizing defined but different processes; and operate equipment using a variety of standardized methods. Ability is also required to work with a significant diversity of individuals and/or groups; work with data of widely varied types and/or purposes; and utilize job-related equipment. Independent problem solving is required to analyze issues and create action plans. Problem solving with data frequently requires independent interpretation of guidelines; and problem solving with equipment is moderate to significant. Specific ability based competencies required to satisfactorily perform the functions of the job include: establishing and maintaining effective working relationships; meeting deadlines and schedules; setting priorities; working with multiple projects, frequent interruptions, and changing work priorities; working with detailed information/data and maintaining accurate records; maintaining confidentiality; and facilitating communication between persons with frequently divergent positions.

Responsibility

Responsibilities include: working independently under broad organizational guidelines to achieve unit objectives; directing other persons within a department, large work unit, and/or across several small work units. Utilization of resources from other work units is often required to perform the job functions. There is some opportunity to impact the organization's services.

Work Environment

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling, and significant fine finger dexterity. Generally, the job requires 60% sitting, 25% walking, and 15% standing. This job is performed in a generally clean and healthy environment.

Experience: Three years of teaching, counseling or related experience.

Education:

Equivalency:

<u>Required Testing:</u>	<u>Certificates and Licenses</u>
<u>Continuing Educ. / Training:</u> Maintains Certificates and/or Licenses	<u>Clearances:</u> IVP Fingerprint Clearance Card Measles/Rubella Immunity/Vaccination Valid form I-9

FLSA Status	Approval Date	Salary Grade Certified Salary Schedule
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