

MANCHESTER PUBLIC SCHOOLS  
JOB DESCRIPTION

School Behavior Technician

Reports to: Building-Administration/ Chief Performance Officer/Pupil Personnel Services

**Job Description:**

Under the direction of the Building Administrator, the Behavior Technician works as a team member with teachers, counselors, school social workers, and other appropriate personnel to support the development of positive student behavior across the school. The technician implements strategies that decrease maladaptive behaviors and increase the development of social, emotional, communication, and adaptive skills for students.

**Job Responsibilities**

- Process lower-level referrals at the discretion of the building administrator
- Make parent calls if necessary via phone
- Proactively engage students via small groups and check-ins
- Facilitate and document restorative conferences between students.
- Engage in de-escalation techniques and Physical/Psychological Management Training
- Support the implementation of individualized plans to support student behavior and safety
- Enter and analyze behavior data for individual, class, and whole school trends
- Support the school's daily functions, including arrival, dismissal, and lunch coverage, as needed.
- Support building Positive Behavior Interventions and Supports (PBIS) whole school and tiered interventions

**Skills, Knowledge & Abilities:**

- Knowledge of and ability to implement de-escalation techniques
- Knowledge of and ability to implement behavior management techniques
- Knowledge of intensive behavior intervention techniques
- Knowledge of safe practices in the school environment
- Ability to monitor and observe student behavior according to approved policies and procedures
- Demonstrates recordkeeping / organizational skills
- Ability to develop rapport and interact effectively with students
- Ability to communicate effectively orally and in writing
- Ability to handle emotionally charged situations
- Ability to meet with small groups of students to set goals, discuss challenges and reflect on Social-Emotional Learning

**Physical and Mental Demands, Work Hazards**

- Lift greater than 25 pounds.
- Get from kneeling to standing and standing to kneeling easily and without outside support.
- Kneel on one knee, both knees.
- Get up and down from the floor without assistance.
- Bend from the legs with ease.
- Ability to physically engage in restraints and seclusions as outlined by PMT
- Move quickly on your feet front to back, back to front, side to side.
- Ability to work outdoors during outdoor student activities.

**Qualifications:**

- Bachelor's degree preferred
- Experience working with students who display challenging behaviors
- Maintain a current certificate in Physical Management Training (PMT)