

SHAWNEE MISSION SCHOOL DISTRICT

Position Title	Behavior Assistant
Department	Special Education
Reports To	Director of Special Education or Designee
Days Scheduled	185 Days
Salary Schedule	Skilled Crafts/Technical CLAS I

SUMMARY:

The job of Behavior Assistant is done for the purpose/s of providing support to the instructional staff and students to effect positive behavioral change in students. The Behavior Assistant will work directly with students ages 3-21 to teach skills needed to be successful in the classroom setting and to reduce problem behavior. Specific responsibilities include data collection and graphing, implementation of evidence-based behavior strategies, training of team members, participation in monthly after-school supervision sessions, and working collaboratively with teams.

ESSENTIAL DUTIES AND RESPONSIBILITIES: *Other duties may be assigned*

- Implement and provide feedback and suggestions to supervisor(s) for the purpose of evaluating the effectiveness of students' behavior plans.
- Assists with individualized assessment procedures for the purpose of developing intervention plans or analyzing progress.
- Assists in developing procedures and training materials for district staff involved with students who have behavioral concerns for the purpose of enhancing programs for students.
- Collects/graphs behavioral data and trains other staff to collect/graph data for the purpose of analyzing student progress.
- Complies with applicable legal, regulatory and workplace reporting requirements (e.g. mandatory abuse and neglect reporting, etc.) for the purpose of ensuring student safety.
- Implements evidence-based behavioral strategies for the purpose of promoting student self-regulation.
- Performs maneuvers as required by professional crisis management course(s) including emergency safety interventions for the purpose of keeping the student, other students, and staff safe.

Other Functions

- Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning.

QUALIFICATION REQUIREMENTS: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable Accommodations may be made to enable individuals with disabilities to perform the essential functions.*

- Behavior Assistants are required to perform single, technical tasks with a potential need to upgrade skills in order to meet changing job conditions. Specific skill-based competencies required to satisfactorily perform the functions of the job include: the ability to work with students with challenging behavior and follow evidence-based behavior intervention plans and/or positive behavior support plans.
- Behavior Assistants are required to perform basic math, including calculations using fractions, percents, and/or ratios; read technical information, compose a variety of documents, and/or facilitate group discussions; and analyze situations to define issues and draw conclusions.
- Specific knowledge-based competencies required to satisfactorily perform the functions of the job include: knowledge of evidence-based behavioral strategies, understanding of the functions of behavior, and differential reinforcement principles.
- Responsibilities include: working under direct supervision using standardized routines; leading, guiding, and/or coordinating others.

EDUCATION AND/OR EXPERIENCE:

Certificate, bachelor's, or associate degree in behavioral health or related field.

Direct professional experience in a behavioral health or related field.

OTHER SKILLS AND ABILITIES:

- Flexibility is required to work with others in a variety of circumstances; work with data utilizing defined and similar processes.
- The Behavior Assistant is also required to work with a diversity of individuals and/or groups. Problem solving is required to identify issues and create action plans. Problem solving with data may require independent interpretation.
- Specific ability-based competencies required to satisfactorily perform the functions of the job include: the ability to work with various teams for the purpose of supporting students with challenging behavior and training other staff members effective means of student support.

PHYSICAL DEMANDS: *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

- Must be flexible regarding scheduling, working conditions and location of work.
- The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling, some stooping, kneeling, crouching, and/or crawling and significant fine finger dexterity. Generally, the job requires 40% sitting, 30% walking, 30% standing. This job is performed in a generally clean and healthy environment.

The information contained in this job description is for compliance with the Americans with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned.