

**WESTERVILLE CITY SCHOOLS
OFFICE OF HUMAN RESOURCES**



**JOB DESCRIPTION:
Behavior Specialist**

WORK SCHEDULE:

Teaching contract, per negotiated agreement

RESPONSIBLE TO:

Director of Special Education or designee

QUALIFICATIONS:

1. Valid State of Ohio Teaching License
2. Board Certified Behavior Analyst (Preferred)

GENERAL DUTIES:

The Behavior Specialist is a professional support position. The Behavior Specialist collaborates with educators in the schools to analyze behavior(s) in order to create behavioral interventions for students with disabilities, preschool through post-high school. The Specialist coordinates his/her work with the Special Education Coordinators and works closely with district administrators, teachers and paraprofessionals.

SPECIFIC DUTIES:

1. Demonstrate a strong foundation/knowledge base in Behavior Analysis strategies.
2. Design and interpret functional analyses of behavior.
3. Designs (and subsequently supports staff) in implementing multi-faceted behavior interventions and plans.
4. Ability to train others to design and implement effective behavior management techniques.
5. Ability to develop and instruct others in data collection and analysis strategies.
6. Understand the behavioral characteristics typically associated with Autism, Behavior Disorders, Traumatic Brain Injury, Bi-polar Disorder, Fetal Alcohol Syndrome, Intellectual Disabilities, etc.
7. Ability to communicate (written and verbal) effectively and compassionately with parents and professionals.
8. Understand and work with the various support systems throughout the community.
9. Understand special education regulations, especially those specific to the Least Restrictive Environment, IEP development/compliance, Multi-Factored Evaluation, Manifest Determination Review, and procedural safeguards specific to the discipline of students with disabilities.
10. Possesses excellent interpersonal skills and the ability to handle emotionally charged situations.

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11. Possess a basic understanding of educational curriculum and instructional methods.
12. Understand and demonstrates knowledge of the district's student code of conduct.
13. Demonstrate the ability to use verbal de-escalation strategies, crisis intervention skills, and safe physical restraint (as indicated by scope and practice of specific crisis training program).
14. Design and conduct trainings on a variety of topics (behavioral, crisis intervention, etc.) in order to meet district needs.
15. Other duties as assigned by the Director of Special Education or designee.

All staff shall serve as role models for students in how to conduct themselves as citizens and as responsible, intelligent human beings. All staff are expected to comply fully with the Ohio Department of Education Code of Conduct for educators. The employee shall remain free of any alcohol or nonprescribed controlled substance abuse or prescribed controlled substance abuse in the workplace throughout his/her employment in the district.

Westerville City School District is an Equal Opportunity Employer and complies with all State and Federal Regulations regarding employment.