

## **Behavior Support Specialist**

**Position Purpose:** As an integral part of the behavior support team, the Behavior Specialist effects positive behavioral change in students by providing evidence-based interventions to students and families, collaborating with other professionals, and complying with Federal, State, County and School policies, regulations and/or procedures.

### **Description of Responsibilities:**

- Provides direct in-class or pull-out support services to students, classrooms, and small groups that are comprehensive and data-driven.
  - Consults with other professionals and community organizations regarding the social-behavioral and developmental needs of students.
  - Addresses the needs of the school, student, families, and community by collaborating with staff to design a holistic approach to address barriers or problems with the educational process.
  - Assists with Positive Behavior Support Team to implement schoolwide practices and procedures
  - Assists with designing, implementing, monitoring, and adjusting educational plans for individual students.
  - Developing data-driven Functional Behavior Assessments (FBA) and Behavior Intervention Plans (BIP) that are compliant with Federal, State, and Local law/guidelines.
  - Participating in Child Study Team (CST) meetings as requested by the school administrator.
  - Collecting, and monitoring compliance with Behavior and Incident forms.
  - Maintaining data related to Emergency Safety Interventions (ESI), compiling reports of ESI, and attending ESI meetings.
  - Completes written reports as requested by the school Principal, Behavior Coordinator, or Regional Director, that are in compliance with Federal, State, and Local Agencies.
  - Develops and provides professional development workshops as requested by the school Principal or Behavior Coordinator.
  - Participates in family educational opportunities, including but not limited to Parent Empowerment Nights
- Description of Responsibilities (cont.):** Conducts student education and outreach opportunities, including assemblies and/or classroom instruction.
- Adheres to and supports Board policy, School guidelines, and administrative rules and directives.
  - Maintains accurate case records and documentation.
  - Maintains current knowledge of Federal, State, and Local laws and regulations and abides by said laws and regulations with emphasis on persons with disabilities, child welfare, mental health, confidentiality, and student and parent rights.
  - Understands, evaluates, and interprets academic performance data.
  - Shares and interprets information about students to the student, their families, and staff.
  - Participates in in-service activities and staff meetings promoted by the School.
  - Performs other duties as assigned by the School Principal.

If we need to adapt to provide an online model for educational purposes during the COVID-19 pandemic, and further as the School sees fit, Behavior Specialists will also have the following responsibilities:

- Perform data collection from teachers and/or paras as to a student's BIP/IEP goals relating to behavior or social skills.
- Be an online support to teachers and/or paras when they are holding online classes with their students.
- With the help of the Behavior Assistant perform behavior check-ins with teachers, paras, and parents.
- Perform other online tasks as asked by the Behavior Coordinator, including but not limited to, creating behavior training on Canvas, social skills curriculum development, and the teaching of social skills to small groups as needed online

### **Minimum Qualifications**

- Graduation from high school, 48 college credit hours, OR Associates degree or higher (transcripts or copy of degree will be required upon hire), OR successful completion of the ETS Paraprofessional Praxis Exam (this exam may be taken after offer of employment has been extended, however, must be successfully completed prior to beginning employment).
- Prepare, maintain, and preset required report, records, and documentation.

### **Preferred Qualifications**

- BA/BS Degree;
- Continued education in child development or social services field;
- Experience working with individuals with challenging behaviors in a classroom is preferred;
- Receive, understand and maintain a certification in CPR and first aid training