

POSITION DESCRIPTION

TITLE:	Behavior Interventionist	SUPERVISOR:	Director of Special Education
DEPARTMENT:	Special Education	CLASSIFICATION:	Certified

I. Accountability Objectives:

The Behavior Specialist is responsible for providing behavioral support to students in the elementary school, developing and implementing behavior intervention plans (BIPs), and working collaboratively with teachers, staff, and families to promote positive student behavior and academic success. The Behavior Specialist will play a key role in creating a safe, inclusive, and supportive learning environment for all students.

II. Position Characteristics:

Salary: To Be Determined

Length of Contract: 188 Days

III. Position Relationships:

Reports to: Director of Special Education

Coordinates with: Director of Special Education; building principals; instructional and support staff; public/school nurses; physicians; parents and community resource people

Type of Coordination: Share information and provide guidance, feedback and schedules

Supervises: Individual programs

IV. Position Qualifications:

A. Required Qualifications:

Bachelor's degree in Psychology, Special Education, Social Work, or related field.

Experience working with children in an elementary school setting, particularly those with behavioral and emotional challenges. Strong understanding of behavior management techniques, positive reinforcement, and individualized interventions.

Excellent communication skills, both written and verbal, with the ability to work collaboratively with students, staff, and parents. Patience, empathy, and the ability to remain calm under pressure. Strong organizational and record-keeping skills.

Knowledge of special education laws, including IDEA and 504 plans.

B. Desired Qualifications:

Master's degree preferred. Experience with data-driven decision-making in the context of behavior interventions. Familiarity with restorative practices and trauma-informed care approaches. Ability to lead professional development workshops and training sessions for staff.

V. Position Responsibilities:

A. Assess and analyze students' behavioral and emotional needs through observations, data collection, and collaboration with staff.

- B. Develop and implement individualized behavior intervention plans (BIPs) for students exhibiting challenging behaviors.
- C. Provide direct support to students by implementing behavior management strategies and interventions, both in the classroom and during other school activities.
- D. Collaborate with teachers, special education staff, and administrators to create and maintain positive classroom environments conducive to learning.
- E. Provide training and professional development for staff on effective behavior management techniques, de-escalation strategies, and supporting students with social-emotional challenges.
- F. Monitor and track the progress of students' behavior and academic outcomes, adjusting intervention strategies as necessary.
- G. Work closely with parents and caregivers to share progress, offer guidance, and provide resources to support students at home.
- H. Conduct individual and group social skills training to help students improve interpersonal interactions and self-regulation.
- I. Participate in school meetings, including IEP meetings and Student Assistance Team (SAT) meetings, to offer insights and recommendations on behavior management.
- J. Maintain accurate records of behavioral assessments, interventions, and student progress.
- K. Stay informed of the latest trends, research, and best practices in behavior management and special education.

VI. Physical Requirements:

- A. Ability to sit, stand, and walk for extended periods of time.
- B. Ability to lift or assist students as necessary for behavior management purposes.
- C. Ability to handle physically challenging situations when required (e.g., restraining a student if needed in crisis situations).