

**Job Title:** Behavior Intervention Specialist

**Exemption Status/Test:** Exempt/Professional

**Reports to:** Director of Special Education

**Date Revised:** 10/09/19

**Dept./School:** Special Education

**Days:** 192

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## **Primary Purpose:**

Provide support and training for teachers, staff, and parents to address and manage students with challenging behaviors.

## **Qualifications:**

### **Education/Certification:**

Bachelor's degree from accredited university

Valid Texas teaching certificate with required special education endorsements for assignments

Certified as a school counselor in the state of Texas, or a Licensed Professional Counselor (LPC), or

licensed and a Bachelor's degree in social work, psychology, sociology or other related area preferred

### **Special Knowledge/Skills:**

Knowledge of special needs of students in assigned area

Knowledge of Admission, Review, and Dismissal (ARD) Committee process and Individual Education Plan (IEP) goal setting and implementation

Knowledge of behavior and social skill intervention techniques and methodology

Ability to work with students with pervasive developmental disabilities

Ability to develop and deliver training to adult learners

Strong organizational, communication, and interpersonal skills

### **Experience:**

Three (3) years of experience as a special education teacher, in related social work, or in work related to the certified field.

Experience working with students including implementing behavior management strategies.

## **Major Responsibilities and Duties:**

### **Instructional and Program Management**

1. Collaborate with administrators and teachers to design and develop research based behavioral intervention plans (BIP), provide support to instructional staff in implementing BIPs, and classroom management strategies.
2. Monitor the effectiveness of behavior intervention plans and recommend changes as needed.
3. Conduct functional behavioral assessment (FBA) based on observation of students in school, home, and community environments. Work with school staff and parents in teaching socially acceptable behaviors to students based on individual needs.

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4. Participate in admission, review, and dismissal (ARD) committee meetings. Work collaboratively with parents, teachers, and other staff members to ensure success in meeting individual educational plan (IEP) goals.
5. Manage student behavior and administer discipline including intervening in crisis situations and physically restraining students as necessary according to IEP.
6. Assist teachers with lesson planning, lesson modeling, classroom management, and behavior management.
7. Develop and maintain effective behavioral management and intervention techniques with individual and/or groups of students and provide assistance in meeting educational, occupational, and personal needs.
8. Provide individual and small group activities designed to improve interpersonal relationships and social skills for students attending an Alternative Education Program (AEP).
9. Participate in the Response to Intervention (RtI) process and Early Intervention Team (EIT) meetings to address academic and behavioral issues with identified students.
10. Conference with parents, administrators, and teachers concerning school and student issues.
11. Conduct home visits as needed.
12. Deliver instruction utilizing alternate methods of education.

### **Training and Staff Development**

13. Identify staff development needs, develop and present training, and coach campus personnel to continually develop and enhance behavioral assessment and intervention skills.
14. Provide behavior management training for parents as needed.

### **Professional Growth and Development**

15. Pursue continuous improvement and growth in knowledge of behavior intervention strategies, methodologies, and analysis.

### **Other**

16. Consult with district and outside resources regarding education, social, medical, and personal needs of students.
17. Follow district safety protocols and emergency procedures.
18. Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.

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19. Compile, maintain, and file all physical and computerized reports, records, statistical data, and other documents required.
20. Keep informed of and comply with federal, state, district, and school regulations and policies for special education.
21. Perform other duties as assigned by the campus principal, assistant superintendent, and the Superintendent of Schools.

### **Supervisory Responsibilities:**

None

### **Mental Demands/Physical Demands/Environmental Factors:**

**Tools/Equipment Used:** Personal computer and peripherals, and other instructional equipment

**Posture:** Prolonged standing; frequent kneeling/squatting, bending/stooping, pushing/pulling, and twisting

**Motion:** Frequent walking

**Lifting:** Regular light lifting and carrying (less than 15 pounds); may require occasional heavy lifting (45 pounds or more) and positioning of students with physical disabilities, control behavior through physical restraint, assist non-ambulatory students, and lift and move adaptive and other classroom equipment

**Environment:** Work inside; may work outside; regular exposure to noise; exposure to biological hazards

**Mental Demands:** Maintain emotional control under stress; may work prolonged or irregular hours

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This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Reviewed by \_\_\_\_\_

Date \_\_\_\_\_

Received by \_\_\_\_\_

Date \_\_\_\_\_