

Beeville ISD Job Description

Behavior Specialist

Job Title: Behavior Specialist

FLSA Status: Exempt

Reports to: Chief of Staff

Date Revised: August, 2025

Dept./School: Assigned Campus

Minimum Salary: \$52,900

Primary Purpose:

Provides interventions to targeted students to increase responsible behavior and reduce inappropriate behavior, including but not limited to, small group and one-on-one interventions. Communicates with parents, other district employees, and other school personnel to build and implement a strong support mechanism for students. Documents, maintains, analyzes and discusses data with students, parents, and others to determine impact of crises interventions.

Education/Certification:

Bachelor's Degree in Education, Counseling, Social Work or related field

Professional Certificate, preferred

SBEC License in School Counseling, School Psychology or Social Work, preferred

Master's Degree, preferred

Special Knowledge/Skills:

Knowledge of crises intervention strategies

Knowledge of progressive verbal and non-verbal de-escalation strategies

Ability to demonstrate knowledge of data collection, analysis and interpretation

Ability to conduct professional development effectively

Ability to serve as a resource for staff who are faced with student behavioral and emotional challenges

Experience:

Two years of successful experience working with students in an alternative educational setting, preferred

Major Responsibilities and Duties:

1. Collaborates with students, parents, and other members of staff to develop behavior and social emotional crises response plans.
2. Implements an instructional, therapeutic, or skill development program for assigned students and provides written evidence of behavior modification.
3. Assists in developing interventions, functional behavior assessments and behavior plans for the purpose of providing a safe and effective educational environment for students with challenging behavior or social challenges.
4. Provides social skills instruction to students utilizing research-based strategies.
5. Works cooperatively with classroom teachers to modify regular curricula as needed to assist students with behavioral and emotional challenges.
6. Attends ARD meetings as requested.

7. Participates in selection of books, equipment, and other instructional media proven to assist students with behavioral and emotional challenges.
8. Conducts ongoing assessments of behavior modification strategies through formal and informal assessments.
9. Assists in developing procedures and training materials for staff involved with students with challenging behaviors for the purpose of enhancing programs for students and ensuring that program operations are in compliance with established guidelines.
10. Assumes responsibility for extracurricular activities as assigned.
11. Consults with district employees and community-based entities regarding the education, social, medical, and personal needs of students.
12. Conducts workshops, training and in-service presentations to enhance classroom management techniques and other topics for the purpose of developing skills and establishing effective relationships with behaviorally or emotionally disturbed students.
13. Manage student behavior and administer discipline including intervening in crisis situations and physically restraining students as necessary and authorized.
14. Regularly consults with classroom teachers regarding management of student behavior.
15. Takes all necessary and reasonable precautions to protect students, equipment, materials, and facilities.
16. Completes all reporting requirements as mandated by the district, state, federal, and educational agencies.
17. Establishes and maintains open communication by conducting conferences with parents, students, administrators, and teachers.
18. Collects and summarizes behavioral data.
19. Participates in staff development activities to improve job-related skills.
20. Assists with students requiring crisis intervention before, during or after school hours.
21. Attends and participates in faculty meetings and serves on staff committees as required.
22. Performs all other duties and assignments as delegated by campus or District administration.

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

Mobility: Ability to use hands to grasp, and manipulate small objects; manipulate fingers, twist and bend at wrist and elbow; extend arms to reach outward and upward; use hands and arms to lift objects; turn, raise, and lower head.

Strength: Ability to lift, push, pull and/or carry up to 40 pounds on a frequent basis. Incumbent may be required to physically restrain parties involved in a conflict.

Environment: Exposure to biological hazards

Mental Demands: Maintain emotional control under stress

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 _____