



### Intense Behavior Support Teacher

#### Position Description

**Position Title:** Intense Behavior Support Teacher

**Supervisor:** Principal

**Terms of Employment:** 185-day Contract

**School/Department:** Prairie Trace Elementary/Special Services

**Date:** 10/13/2025

**FLSA:** Exempt

*Persons in this position may perform any combination of the essential functions shown below. This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification but is intended to accurately reflect the principal elements of the job.*

#### Position Description:

The Intense Behavior Support Teacher provides specialized instruction and behavioral support to elementary students who exhibit significant social, emotional, or behavioral challenges that interfere with learning. The teacher designs and implements individualized education programs (IEPs), develops behavior intervention plans (BIPs), and collaborates with families, administrators, and multidisciplinary teams to create safe, structured, and supportive learning environments that promote academic and behavioral success.

#### Education, Certification and Experience:

- Bachelor's Degree in Special Education or related field (Master's degree preferred)
- Valid Indiana Teaching License in Special Education – Mild/Moderate or Intense Interventions
- Minimum of two years teaching experience in special education preferred
- Experience working with students who have emotional and behavioral disorders or autism spectrum disorders is highly desirable

#### Essential Duties and Responsibilities:

- Provide direct instruction aligned with each student's IEP goals and objectives in academic, behavioral, and social-emotional domains
- Develop, implement, and monitor Behavior Intervention Plans (BIPs) using data-driven decision-making and evidence-based practices
- Create and maintain a structured, positive classroom environment that emphasizes proactive behavior management, restorative practices, and emotional regulation
- Collaborate closely with school counselors, psychologists, behavior specialists, and general education teachers to ensure consistent supports across settings
- Collect, analyze, and report behavioral and academic data to guide instruction and intervention decisions
- Communicate regularly with parents/guardians to foster family engagement and consistency between home and school interventions
- Participate as a member of the Case Conference Committee (CCC) in developing and reviewing IEPs for assigned students
- Provide crisis intervention and de-escalation support in accordance with district policies and safety protocols
- Serve as a resource to staff by modeling effective behavior management strategies and providing consultation or professional development as needed
- Maintain accurate student records and documentation in compliance with state and federal regulations
- Engage in ongoing professional learning related to trauma-informed practices, behavior management, and social-emotional learning

**Knowledge, Skills and Abilities:**

- Strong understanding of positive behavior supports, functional behavior assessments (FBAs), and restorative discipline
- Ability to build trusting relationships with students, families, and colleagues
- Skilled in data collection, analysis, and progress monitoring
- Excellent communication, organization, and collaboration skills
- Calm, patient, and flexible approach to challenging behaviors and crisis situations

**Working Conditions:**

- Classroom and school environment
- May require physical intervention in crisis situations consistent with district-approved training (i.e. CPI certification)
- Regular contact with students exhibiting behavioral and emotional challenges

**Regular Work Hours/Travel Requirements:**

- Regular school day hours
- 185-day contract
- Travel may be required to attend district professional developments