

**COLONIAL HEIGHTS CITY PUBLIC SCHOOLS
POSITION DESCRIPTION SUMMARY FORM**

TITLE: **BEHAVIOR SPECIALIST**

QUALIFICATIONS:

- Candidate must possess a Collegiate Professional or Postgraduate Professional License with endorsement(s) in special education appropriate for working with emotional disabilities.
- Minimum of three years of experience working with students who have challenging behaviors in a school or therapeutic setting.
- Must have knowledge of current trends and methodologies used to address the needs of students with behavioral challenges.

REPORTS TO: Director of Student Support Services

SUPERVISES: None

JOB GOAL: Provides specialized support to teachers and paraprofessionals of students with challenging behaviors at all age levels within the division.

PERFORMANCE RESPONSIBILITIES:

- Serves as a member of an interdisciplinary team whose purpose is to provide appropriate educational programs for special needs students.
- Provides specialized support to teachers at all levels who need assistance in meeting the needs of students with social, emotional, and behavioral challenges.
- Provides specialized consultative support to School Based Teams (SBT), and Individualized Educational Plan Teams (IEP) to meet student needs in their educational settings.
- Provides specialized training and consultation on conducting Functional Behavior Assessments (FBA) and developing Behavior Intervention Plans (BIP) at all levels and across all school settings.
- Provides professional development training on FBA, BIP, crisis intervention, implementation of the Guidelines for Behavior Support Programs, Positive Behavior Intervention and Support (PBIS), and Safety Care.
- Provides job coaching and mentorship to teachers in emotional disability teaching assignments.
- Assists schools with transfers of students with emotional disabilities into division-wide programs.

- Facilitates Professional Learning Community (PLC) for teachers in Behavior Support Programs in the division.
- Organizes and monitors all Safety Care training and use of Safety Care interventions for the school division.
- Assists in screening, evaluating and recommending placements of students for the division's special education program.
- Complies with all special education procedures.
- Collaborates with outside agencies that support students with social, emotional, and behavioral needs
- Performs other duties as assigned by the principal or designee.

KNOWLEDGE/SKILLS/ABILITIES:

- Knowledge of medical aspects of the special needs student and their implications for instruction.
- Knowledge of resources and techniques needed to integrate the special needs student into the least restrictive environment.
- Thorough knowledge of elementary, secondary and special education principles, practices and procedures;
- Thorough knowledge of the principles and methodology of effective teaching;
- Thorough knowledge of school division rules, regulations and procedures;
- Ability to establish and maintain standards of behavior;
- Ability to deliver articulate oral presentations and written reports;
- Ability to establish and maintain effective working relationships with staff, students, administration, and parents.

SPECIAL REQUIREMENTS:

- Candidate must possess demonstrated leadership qualities and personal characteristics necessary for working effectively with students, staff, administrators, and parents.
- Candidate must possess good moral character.

TERMS OF EMPLOYMENT: 11-month annual contract, Support Services Scale (C19) as approved by the School Board.

PHYSICAL REQUIREMENTS: Work may require walking, standing, sitting, lifting, moving and carrying light equipment, supplies, etc. Operation of office and communication equipment.

EVALUATION: Performance of this job will be evaluated in accordance with

provision of the School Board's Specialist Performance Evaluation System
by the Director of Student Support Services.