



**CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN**  
**TALENT DEVELOPMENT OFFICE**

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## **Behavior Support Assistant**

### **POSITION SPECIFICATIONS**

#### **REPORTS TO**

Building administrators and his/her designee.

#### **PRIMARY FUNCTION**

- Under general supervision of the building administrators, and day-to-day guidance of the building professional staff and student behavior intervention team, provides direct student intervention services.
- Extend student support to assigned students both at school and with community experiences and partnerships.
- Ensure every child has a meaningful relationship with an adult who is an advocate for him/her.

#### **QUALIFICATION PROFILE**

##### **CERTIFICATION / LICENSE**

Obtain and maintain certification in the district's chosen crisis prevention course. Training provided by district.

##### **EDUCATION**

- Minimum of a high school diploma and at least two years of related work experience.
- Associate's degree, its equivalent of 60 college credits, preferred.
- Bachelor's degree or higher preferred.

##### **EXPERIENCE**

Prior experience working with youth preferred.

#### **SKILLS, KNOWLEDGE & ABILITIES**

- Ability to assist in the assessment of students who exhibit discomfort, aggression, withdrawal, or other non-adaptive behaviors in school or school sponsored activities.
- Ability to assist students in the development of self-management and problem solving strategies in the following areas:
  - Interpersonal /peer relationships
  - Within classroom settings
  - Within non-classroom settings
  - Development of social skills
  - Peer mediation
  - Designing and implementing Tier II and Tier III behavior interventions
- Ability to work effectively with building early intervention and positive behavior support personnel teams to enhance student communication, engagement and academic achievement.
- Ability to provide positive reinforcement with a variety of skills and across settings.
- Ability to process pro-social choices and increase social judgment with students across settings.

- Maintain interventions, assistance data and records for student in contact with Behavior Support Assistance services.
- Maintain knowledge and community resources for mental health referrals.
- Build capacity in the system and subsystems to effectively increase student engagement, self-management, independence, and interpersonal and academic competence.
- Strong interpersonal skills and human relation skills.
- Ability to simultaneously process personal feeling states while dealing in a professional, calm manner with the needs and behaviors of students and staff.
- Ability to implement nonviolent crisis intervention strategies successfully.
- Ability to implement behavioral techniques that are ethnically and culturally responsive.
- Ability to implement strategies that are developmentally appropriate.
- Bilingual preferred.

## ESSENTIAL PERFORMANCE RESPONSIBILITIES

- Assists students with behavior supports within the building.
- Participates in all school-wide meetings that involve student behavior issues.
- Monitors and tracks students involved with Behavior Assistance services.
- Assists in Tier II and Tier III behavioral prevention/intervention strategy development and implementation for students.
- Assist in the monitoring of school performance of targeted struggling students in the areas of academic achievement, attendance, and behavior both in school and school related community experiences.
- Provide students with assistance in building and maintaining appropriate relationships with teachers, peers, community partners, potential employers and all other individuals associated with the school/program.
- Supports and responds to immediate behavioral needs with appropriate nonviolent crisis intervention strategies.

## ADDITIONAL DUTIES

Performs other duties as assigned by supervisor.

## EQUIPMENT

Uses computer and printer.

## TRAVEL REQUIREMENTS

Limited travel between school district buildings and community partnerships.

## TERMS OF EMPLOYMENT

### SALARY & BENEFITS

- \$25.71 per hour (2023-2024).
- Benefits follow the Local 2407 Paraeducator contract.

### WORK SCHEDULE

- 7 hour work day; 35 hours per week; 10 month position.
- Hours will generally follow regular building hours, but may be modified based upon specific building needs.

### UNION AFFILIATION

Not applicable.

## FUNDING SOURCE

Local budget.

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*Job description is illustrative of tasks and responsibilities. It is not meant to be all inclusive of every task or responsibility.*

**CREATED:** 02/15  
**REVISED:** 01/17 KG  
**BOARD APPROVED:** 02/06/17  
**REVISED:** 05/19 JM/Pupil Svcs  
**PERSONNEL REVIEW:** 05/28/19  
**BOARD APPROVED:** 06/04/19