



DAVINCI ACADEMY SPECIAL EDUCATION BEHAVIOR SUPPORT SPECIALIST JOB DESCRIPTION

Mission

DaVinci Academy of Arts and Science will cultivate a passion for learning through an enriched and individualized approach to education. The DaVinci community will work together to ensure positive character development and build a strong foundation for continuous learning.

POSITION TITLE: Special Education Behavior Support Specialist

REPORTS TO: Special Education Paraprofessional Coordinator

POSITION OBJECTIVE: The primary objective of the special education behavior support Specialist is to directly or indirectly assist and support in the behavior needs of students with disabilities to help them access the general education classroom and curriculum in as independent manner as possible as it aligns with the mission, vision, pillars of DaVinci Academy. The role and assignments of a behavior support specialist are not defined by a particular student, setting or program but rather by students' needs as determined by the Individual Education Plan (IEP) team and dictated in the IEP.

RESPONSIBILITIES: The responsibilities of the role may vary based upon specific assignment. Duties may also change at any time based upon administration or reexamination of student IEP or program needs. The following is a non-inclusive list of responsibilities which may be part of a behavior specialist's assignment.

- Assist individual students or groups of students in performing activities initiated by the teacher
- Carry out the instructions listed in individual students' behavior intervention plans
- Individually or in small groups, reinforce proactive behavioral concepts and skills introduced by the SPED teacher in all learning environments
- Help students find productive ways to regulate and stay on task

- Implement accommodations indicated by the IEP and as directed by the special education Case Manager/teacher
- Redirect behavior and implement behavior plans
- Facilitate interaction between students with disabilities and classmates to teach and model strategies to peers about how to interact with the student with a disability
- Support the development of communication skills
- Work collaboratively with the Board Certified Behavior Analyst to create supportive and inclusive behavior programming for students with specialized needs
- Provide the special education staff with information about general education assignments, activities, and student participation and behavior needs
- Inform general education staff about student programs and adaptations to assist them with any behavior needs
- Observe, record and collect data as directed
- As directed, share information with case managers, paraprofessionals, and the paraprofessional coordinator
- At the request of the Case Manager, attend IEP meetings.
- Provide supervision and assistance on playgrounds, in the lunchroom, at assemblies, on field trips, etc.
- Participate in skill and competency trainings and in-services
- Be discreet and respectful of confidential information
- Possess physical and emotional health necessary for effective job performance
- Work cooperatively with all school personnel
- Demonstrate a warm and receptive attitude toward all students
- Complies with school district employment policies
- Other duties as assigned

Qualifications:

- Must have a minimum of a two-year degree or passing score on the [ParaPro](#) Exam
- Must have passed or be willing to pass the behavior interventionist exam within 30 days of hire
- Effectively communicate with students, staff, administrators, parents, and the community
- Demonstrate excellent oral and written communication skills
- Experience with different learning styles
- Curriculum or program planning/alignment or instructional experience
- Experience with differentiation
- Willingness to identify, interpret and follow school policies and procedures
- Show initiative and function as a self-starter
- Experience as a paraprofessional is preferred
- able to stand for long periods of time, frequent bending, and ability to lift up to 50#

Position Information:

- Hourly Rate Range: The 2025-2026 hourly rate range for this position is \$27-\$37.50 per hour. Hourly rate offers will consider the candidate's experience, education, skills, and DaVinci Academy's budget. Experienced candidates should expect a per hour rate offer around the midpoint of the hourly rate range.
 - In exceptional cases, hourly rates exceeding the midpoint may be offered to attract candidates for hard-to-fill positions or those with specialized skills. Such decisions will be evaluated on a case-by-case basis.
- Duty Days: Modified year round, 178 duty days per year
- Time Off: 4 paid holidays, 3 days of PTO, and 10 days sick time to accrue
- Benefits eligible
- Start Date: August 11th, 2025

DaVinci Academy utilizes the Frontline Recruiting Platform, please visit the site below to apply:

<https://www.applitrack.com/davincicharterschool/onlineapp/default.aspx>