

JOB DESCRIPTION

TITLE: Behavior Interventionist

FLSA Status: Exempt

REPORTS TO: Supervisor and/or designee

JOB SUMMARY

The Behavior Interventionist works with assigned districts and/or classrooms and program staff to provide support within districts and/or classrooms for students and program-wide systems that promote academic and social success for students. Depending on program priorities, Behavior Interventionist duties might include: Program-wide and classroom and individual teacher and student coaching for conflict resolution skills; Positive Behavior Intervention and Support (PBIS)/Trauma Informed Practices; Conscious Discipline, or other curriculum to promote student skills. Short-term groups or individual support for the development of age appropriate study, play or learning skills; or students in transition (divorce, grief etc.) may be offered. Support for students in crisis including risk assessments and Functional Behavior Assessments and Behavior Intervention Plans are also available. The successful candidate will communicate and coach effective strategies across student environments including on occasion the student's home. The Behavior Interventionist will assist the school and/or program in creating linkages for students and families with community resources including Mental Health or other programs that support students.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provides consultative and direct services to local school district and or early childhood program staff with regard to teaching and modeling the implementation of PBIS/Trauma Informed Practices, Conscious Discipline, or other program wide methodology to promote positive behaviors and/or conflict resolution skills.
- Develops and recommends plans, interventions, or strategies using assessment data, observations, and relevant medical and developmental history.
- Conducts Functional Behavioral Assessments and related Behavior Intervention Plans and provides training for implementation.
- Conducts appropriate conferences with teachers, parents, and other agencies regarding student assessments and the implementation of intervention strategies.
- Provides resources for implementation of school and/or program wide methodology to promote positive behaviors such as consultation, coaching, modeling, and data based feedback.
- Provides resources for implementation of intervention plans. These resources may include: consultation, behavior programs, crisis intervention, teaching strategies, and skill training.
- Participates as a member of a team (IEP, IFS, Placement, MDT, etc.) and assumes appropriate roles: leads, follows, and supports others in a productive manner.
- Attends staff meetings and serves on committees as appropriate.
- Completes required reports and other paperwork in a timely and acceptable manner.
- Provides individual and group training to educational staff and families as needed.

- Consults with and acts as a resource to educational staff and families.
- Acts as liaison between the ESD, constituent districts, social agencies and families as appropriate.
- Accurately and effectively communicates the role of the ESD and the scope of its programs to families, school and agency personnel.
- Manages daily work schedule utilizing effective time management, prioritization, and organizational skills.
- Assesses the effectiveness, appropriateness, and usefulness of strategies and practices used with students, parents, and staff.
- Serves as a resource to district personnel regarding special education laws, rules, policies, procedures, and trends.
- Adhere to workplace expectations
- Ability to work a flexible schedule and travel to and from school locations in the Douglas ESD service area and may be required to travel on overnight assignments.
- Other duties as assigned

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- **Education and/or Experience:** A Bachelor's degree (Master's preferred) in school counseling, social work, school psychology, counseling, special education, or other related field. All employees are responsible for obtaining and maintaining a current and valid licensure as required by the job requirements. Knowledge of School-wide positive systems for supporting student social growth (e.g., PBIS; Conflict resolution etc.). Knowledge of skills training for individual and small groups. Knowledge of laws, rules, and policies and trends regarding instruction of students with disabilities. Knowledge of learning theory and its application in the classroom. Successful consulting experience with teachers, administrators, parents, and social agencies regarding the provision of school-wide systems to teach positive behaviors.
- **Interpersonal Skills:** Knowledge of augmentative and alternative communication techniques. Ability to appropriately communicate with diverse staff and others including outside agencies. Ability to work as part of a multidisciplinary team and collaborate well with others. Frequently focuses on solving conflict; maintaining confidentiality; listening to others without interrupting; keeping emotions under control; remaining open to others' ideas and contributing to building a positive team spirit. Demonstrated ability to successfully work with students, staff, parents and the public. Ability to cultivate and model a respectful working and learning environment.
- **Language Skills:** Ability to communicate fluently verbally and in writing in English. Ability to effectively present information and respond effectively to questions in one-on-one, small group situations to staff and the public. Ability to verbally respond to common inquiries from staff and the public. Ability to read and interpret documents such as safety rules, operating and maintenance instructions, procedure manuals and governmental regulations. Ability to write routine reports and correspondence.
- **Mathematical Skills:** Ability to add, subtract, multiply and divide, using whole numbers, common fractions and decimals.

- **Reasoning Ability:** Ability to apply common sense understanding to carry out instructions furnished in written, oral, schedule or diagram form. Ability to deal with problems involving several variables in a variety of situations. Frequently makes decisions and exercises independent judgement.
- **Computer Skills:** General knowledge of computer usage and MS Office 365 is required. General knowledge in Excel with the ability to learn complex formulas and pivot tables; ability to learn accounting software and various programs as needed.
- **Other Skills and Abilities:** Maintain regular and consistent attendance and punctuality. Ability to work in an environment with constant interruptions. Required to demonstrate the ability to work independently on occasion.
- **Certificates, Licenses, Registrations:** Certificates as determined by the District including a valid Oregon Driver's License, if required. Ability to obtain a valid CPR/First Aid card.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually low to moderate, but occasionally high depending upon student population and activities. The employee is occasionally exposed to wet or humid conditions and outdoor weather conditions. Employee may be exposed to bloodborne pathogens.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Frequently required to walk, stand and sit
- Occasionally required to bend, stoop, kneel, climb stairs, crouch or crawl
- Regularly required to talk and hear
- Use hands for fine manipulation, handle or feel and reach with hands and arms operating a computer keyboard and mouse.
- Specific vision abilities required by this job include close vision, distance vision, color vision, night vision, ability to adjust focus and peripheral vision
- Regularly lift and/or move up to 15 pounds and occasionally up to 25 pounds.



This organization believes that every individual makes a significant contribution to our success. That contribution should not be limited to assigned responsibilities. Therefore, this position description is designed to define primary duties, qualifications and job scope, but should not limit the incumbent nor the organization to the work identified. It is our expectation that every employee will offer his/her services whoever and whenever necessary to ensure the success of the ESD's goals.

This job description is not a contract of employment or a promise or guarantee of any specific terms or conditions of employment. The school district may add to, modify or delete any aspect of this job (or the position itself) at any time with or without notice as it deems advisable, pursuant to Collective Bargaining Agreement.



Equal Opportunity Employer:

Douglas ESD recognizes the diversity and worth of all individuals and groups. It is the policy of Douglas ESD that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veteran's status, genetic information or disability in any educational programs, activities or employment.

Reasonable accommodations for the application and interview process will be provided upon request and as required in accordance with the Americans with Disabilities Act of 1990. Individuals with disabilities may contact the Human Resources Director for additional information or assistance.

Employee Statement:

I have reviewed the above position description and understand its contents.

I am aware that my position description may be revised or updated at any time and once notified of changes, I remain responsible for knowledge of its contents.

I hereby certify that I possess the physical and mental ability to fulfill the essential functions of the above position with or without reasonable accommodation(s). If I required accommodation(s) in order to fulfill any or all of these functions, I agree to provide information to the ESD regarding the requested accommodation(s).

Employee Signature:

Date:

Supervisor Signature:

Date:
