



Genesee Intermediate
School District

Genesee Intermediate School District
Human Resources and Operations

Employee Job Description

Job Title:

Behavior Consultant

Job Summary:

The Behavior Consultant is responsible for consultation to constituent school district programs and/or Genesee Intermediate School District (GISD) center-based programs regarding the planning and implementation of behavior support services.

Essential Duties (May include, but not limited to):

1. Provides consultant services on individual students served by constituent school districts and/or GISD center-based programs.
2. Provides consultation to administrators and instructional staff regarding district policies, practices, and procedures for positive behavior support.
3. Provides consultation to administrators, instructional, and support staff on the planning and implementation of behavior support interventions/strategies/programs.
4. Provides in-service activities to school district personnel in the collection of behavior data, functional analysis, and other related topics.
5. Provides parents with techniques to assess and implement positive behavior strategies in the home/community environments.
6. As needed, participates as a member of a Student Assistance Team, Tier 2 or Tier 3 Behavior Support Team meetings, Individualized Education Program Team (IEPT) meetings, or Multidisciplinary Evaluation Team (MET) meetings.
7. Participates in staff development and in-service activities.
8. Services as a liaison to community agencies regarding behavior support and related services.
9. Provides consultation to school personnel regarding relationships with parents and care providers concerning behavior support and related services.
10. Supports the district system development to implement Multi-Tiered Systems of Support (MTSS) for behavior.
11. Utilizes the work at GISD implementation team to implement at the Local Education Agency (LEA) levels.
12. Guides LEA problem solving and implementation planning through a data-based decision-making process designed to use capacity, fidelity, and student outcome data.

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Essential Duties (Continued):

13. Consults, counsels, and collaborates with parents, school personnel, students, and appropriate community agencies regarding behavioral and educational concerns developed in a multi-tiered system of support.
14. Has a basic understanding of academic and behavioral development milestones for school aged children.
15. Consistently models Win-Win leadership.

Other Duties:

1. May serve as a resource person to local school district improvement teams related to the assigned area of responsibility.
2. Represents the district on various community agencies and professional organizations as appropriate to the assigned area.
3. Performs other related duties as assigned.

Qualifications:

Education:

Limited or full approval as school social worker (BSW or MSW), school psychologist, counselor, Board-Certified Behavior Analyst (BCBA), or teacher consultant for the emotionally impaired required. School social workers must hold valid social work license (P.A. 610 of 2004) through the Michigan Department of Licensing and Regulatory Affairs (LARA). School counselors must hold a Michigan School Guidance Counselor License or valid Michigan teacher certificate with an endorsement in guidance and counseling.

Social Workers not currently holding full MSW approval must at minimum: be a LARA licensed bachelor level SSW, be enrolled in a Master of Social Work program, and continue to make annual progress with completion and temporary approval within 3 years.

Experience:

Minimum of three years of satisfactory experience working with students with disabilities in a school setting and/or successful and documented experience working with individuals with behavior challenges required.

Skills/Other:

Ability to communicate clearly and concisely in written and oral communication with administrators, staff, parents/guardians, and community agencies. Demonstrated enthusiasm and a positive attitude. Ability to establish and maintain effective working relationships with students, peers, parents, school personnel, and community agencies. Knowledgeable about educational organizations, educational law, and the areas of educational assessment and evaluation. Ability to utilize district technology and work to maintain proficiency, as required skill sets change with technology and the needs of the district.

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Skills/Other (Continued):

Training/knowledge in the areas of Positive Support Systems, Social Emotional Learning, and/or other related behavior pedagogy. Experience with collecting behavior data. Demonstrated mental/physical ability and stamina for meeting the requirements of the position. Works successfully as a member of the team. Has the ability to utilize meeting outcomes to effectively run meetings, action plan, and follow through utilizing a coaching model. Demonstrate honesty, integrity, and professionalism at all times. Ability to travel to and from GISD, constituent school districts, students' homes, and other agencies. Ability to work a flexible schedule. Punctuality and good attendance are requirements for the position. Exercise good judgment and make decisions in accordance with board policies and established administrative guidelines.

Special Job Considerations:

Certification: Required

Type of Certification: License or Certification Required


Bargaining Unit: Genesee Intermediate Educational Association

Salary Schedule: Certificated

Immediate Supervisor: Director of Monitoring and Technical Assistance

Supervision:

Date: October 21, 2005; May 13, 2009; June 25, 2012; June 27, 2016; February 15, 2019; March 21, 2022; October 14, 2022; May 9, 2023. June 10, 2025

Approved: TLH: kv 

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