



*Employer is Edustaff – all applicants must apply and pass the Edustaff screening process to be placed. If a placement offer is made, the employment relationship will be considered an “at will” employment relationship with Edustaff, not with the district. There will be no contractual relationship or promise made concerning your worksite placement at the district. Ultimately either you or Edustaff can terminate the employment relationship with no cause, at any time.*

## **Employee Job Description**

### **Job Title: Behavior Specialist**

#### **Job Summary:**

The Behavior Specialist conducts home visits to support school-home relations, student attendance, and behavioral concerns for Title I students. They collaborate with teachers, families, and support staff to develop improvement plans and coordinate meetings to address student behavior. Additionally, they connect families with community resources, maintain accurate records, and participate in professional development. Through positive engagement with students, parents, and the community, they foster strong relationships and promote student success.

#### **Essential Functions (may include, but not limited to):**

1. Collaborate with student support team to strengthen school-home relationships, address attendance concerns, and support student well-being.
2. Work with teachers, parents, administrators, and support staff to develop and implement behavior improvement plans for Title I students.
3. Organize and participate in meetings with principals, teachers, parents, and students to discuss and address behavioral challenges.
4. Support the development of self-concept and positive behavior in Title I students and parents through targeted interventions and encouragement.
5. Identify and connect families with appropriate community agencies to provide additional support services.
6. Keep detailed and updated documentation of student progress, family interactions, and behavioral interventions.
7. Attend monthly training sessions and workshops to stay informed on best practices and strategies for student behavior management.
8. Foster strong connections with students, parents, school staff, and the community to promote a supportive educational environment.
9. Demonstrate professionalism in all interactions and fulfill job responsibilities at a satisfactory level.
10. Perform additional duties as assigned.

(Continued on the next page)

## **Behavior Specialist\_Edustaff**

Page 2

*The information contained in this job description is not an exhaustive list of the duties performed for this position. Other duties within the classification and the physical demands of the job may be assigned.*

### **Qualifications:**

Education:

Associates degree or 60 credits required. Two or more years of experience in one of the following fields may be substituted for education requirements: substitute teacher, social work technician, certified behavior analyst, counselor, paraprofessional, or similar K-12 position.

Experience:

Two or more years of experience working with behaviorally challenged youth preferred.

Skills:

Ability to exhibit patience, and work effectively with students, parents/guardians, and staff members. Ability to follow written and verbal instructions. Good listening and communication skills. Ability to maintain records and confidentiality. Ability to deescalate student behaviors appropriately.

### **Other requirements:**

Must comply with the Student Safety Initiative Legislation, as amended. Newly hired staff are required to successfully complete a criminal background check, including national and local clearance.

*To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The essential functions 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.*

### **Special Job Considerations:**

Salary Schedule: \$20.00 per hour, 35 hours per week, 183 days per year, no benefits

Immediate Supervisor: Building Principal

Date: 2/19/2026

TM: tvs