

**Lapeer Community Schools
JOB DESCRIPTION**

1	Job Title	Behavior Specialist (At Risk)
2	Employee Group	LEA
3	Reports To	Assistant Superintendent Curriculum & Instruction
4	General Description of Position & Responsibilities	
	<p>The Behavior Specialist demonstrates the knowledge and expertise necessary to support at-risk students by implementing research-based, positive behavior interventions and supports. In alignment with Section 31a, the Behavior Specialist works to identify and reduce behavioral barriers that impede student learning and engagement. This includes coordinating and supporting the development of Functional Behavior Assessments (FBAs) and Behavior Intervention Plans (BIPs) that are individualized, data-driven, and designed to improve both academic and social outcomes.</p> <p>Additionally, the Behavior Specialist collaborates with staff to implement effective classroom and school-wide behavior strategies within the district's Multi-Tiered System of Supports (MTSS) framework. Through proactive intervention, staff coaching, and ongoing monitoring of student progress, the Behavior Specialist ensures that at-risk students receive targeted support that increases access to instruction, promotes positive behavior, and improves overall student achievement.</p>	
5	Essential Job Duties	
	<ul style="list-style-type: none"> ● Receive and process referrals related to student behavior, which includes performing observations, analyzing data, and developing (in consultation with teachers, aides, parents/guardians, and administrators) FBAs, BIPs, and similar student support plans ● Provide ongoing coaching and professional development to staff on the implementation of evidence-based interventions, including Functional Behavior Assessments (FBA), Behavior Intervention Plans (BIP), and similar student support plans, including training on documentation and data collection related to said plans ● Demonstrate and model effective practices for students with behavioral challenges ● Deliver direct, supplemental services to identified at-risk students, including individual and small group behavioral interventions, skill-building, and crisis response, to address social-emotional and behavioral needs that impact academic performance. ● Serve as a liaison between the school, community agencies, and families ● Participate as appropriate in multidisciplinary teams, including IEP, IFSP, and MET processes, ensuring alignment between special education supports and Section 31a interventions for eligible at-risk students. ● Participate in Child Study Team and Student Assistance Team (SAT) processes to identify at-risk students early, design targeted interventions, and monitor student progress toward academic and behavioral goals. ● Support the implementation of the District and Building Positive Behavior Support system (PBIS), ensuring equitable access to tiered behavioral supports for at-risk students. ● Facilitate team meetings for students with behavior concerns, focused on developing and adjusting intervention plans for students experiencing behavioral and academic challenges. ● Serve as a PBIS, and/or Crisis Prevention Institute (CPI) trainer/presenter ● Provide training on the Michigan Department of Education (MDE) Policy for the Emergency Use of Seclusion and Restraint ● Remain up-to-date on current methodologies and strategies for instructional programs for students with behavioral challenges ● Actively support district attendance guidelines by identifying Section 31a-eligible pupils who are chronically absent (missing 10% or more of school days); develop and implement personalized attendance success plans and behavioral contracts to remove barriers to regular school attendance. ● Assist teachers and school staff with the use of equipment and adaptations to accommodate the needs of students with behavioral challenges. 	

6	Auxiliary Job Duties	
	Perform other duties as assigned	
7	Minimum Requirements	
	<ul style="list-style-type: none"> • Bachelor's degree from accredited college or university. • Valid Michigan license as Board Certified Behavior Analyst (BCBA) 	
8	Preferred Requirements	
	<ul style="list-style-type: none"> • Experience in education • Ability to consult effectively with teachers, parents, administrators, and community agency personnel and other professionals. 	
9	Work Year	Blended Calendar
10	Compensation	Based on current LEA Master Agreement