



Position Title: Behavior Intervention Assistant

Reports To: Director of Special Education and Student Services

Supervises: None

Terms of Employment: Non-exempt, STESPA, 188 Days, 8-Hours per day

Job Summary:

The Behavioral Intervention Assistant provides specific and intensive support to Susquehanna Township School District students exhibiting behavioral challenges in accordance with comprehensive positive behavioral intervention plans; will utilize effective behavior management strategies; will work 1:1 with students for short term emergency situations; implement de-escalation strategies; participate as a member of the educational team, and help implement all components of the student's individual behavior plan

Job Goal:

To support a safe, structured, and positive learning environment by providing direct behavioral interventions for students experiencing challenges. The Behavioral Intervention Assistant works closely with school staff to implement individualized behavior plans, utilize effective de-escalation strategies, and assist students in developing appropriate behaviors that contribute to their academic and social success.

Job Description:

Qualifications:

- High School Diploma or GED (associates degree preferred)
- Highly Qualified Certification (if less than an associate's degree)
- Must be willing to participate in ongoing professional development.
- Ability to work well with others including children.
- Ability to act promptly and calmly in emergency situations.
- Must be flexible and have good interpersonal skills.
- Ability to de-escalate difficult situations.
- First Aid/CPR certification preferred.
- Basic computer knowledge is required.
- Regular attendance is required.
- Other qualifications to the above that the Board may find acceptable and appropriate.

Essential Functions:

- Implement behavior intervention plans and strategies.
- Consults and collaborates with building staff and administration.
- Collects data to determine effectiveness of behavior intervention strategies.
- Participate in parent meetings as appropriate.
- Maintains appropriate documentation, records, and reports regarding student behavior.

- Supports MTSS process for students in Behavioral Tiers II & III.
- Supports students to reinforce replacement behaviors.
- Supports students in short-term emergency situations:
- Supports students who struggle behaviorally using preventative strategies.
- Support student transitions from Out of District Placement to STSD.
- Implement Emergency Physical Safety Intervention techniques as needed.
- Performs other duties as assigned.

Marginal Functions:

- Has good communication skills, both written and verbal, particularly with parents and education professionals.
- Must have excellent interpersonal skills.
- Must be able to handle emotionally charged situations.
- Has the ability to collaborate with staff to apply behavior management techniques effectively.
- Has knowledge of and knows how to work with various support systems that are available in a community.
- Safe Crisis Management certified.

Physical/Mental/Environmental Demands:

Qualified applicants will possess good oral and written communication skills, organizational skills, problem solving, and consultation and collaboration skills. Oral and written communication is required for sharing information with staff and parents. Computer processing and data entry are required for this position. Visual acuity and hearing are required for the delivery of assessment, intervention, and consultation services. Occasional lifting of materials and equipment of less than 25 pounds may be required. The ability to maintain emotional control under stress and work with multiple deadlines, a variety of people and personnel, and frequent interruptions is required.

Equal Employment Opportunity (EEO) Statement:

The Susquehanna Township School District is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or any other characteristic protected by law.