POSITION TITLE: Licensed Specialist in School Psychology (LSSP) – Behavior Intervention

CONTRACT LENGTH: 11M

JOB CODE: 000652

PAY GRADE: EV

FLSA EXEMPTION STATUS: E

Job FAMILY: Academics

JOB SUMMARY: The Licensed Specialist in School Psychology (LSSP) - Behavior Intervention performs professional psychological work in consultation and behavior management and serves as a professional development trainer and coach for campus professionals to implement a common district wide language and structure associated with Positive Behavior Interventions and Supports (PBIS). The LSSP-Behavior Intervention recognizes and addresses school wide and individual social, emotional, and behavioral concerns that hinder academic growth. The LSSP – Behavior Intervention provides school level consultation to support campuses on the use of multi-tiered systems of supports to address student social and emotional needs and promote mental health awareness.

MAJOR DUTIES & RESPONSIBILITIES

1. Prevention

   • Delivers district wide training on the framework for Positive Behavior Interventions and Supports (PBIS).
   • Delivers campus level technical assistance to schools to strengthen the PBIS framework.
   • Presents staff development training in assigned schools to enable school personnel to identify and work more effectively with students with emotional, social, and behavioral differences.
   • Conducts professional development for school personnel on emotional/behavioral markers, classroom modifications/accommodations, and structured intervention strategies.
   • Assists in the development, implementation, and maintenance of social and emotional curriculum.

2. Consultation

   • Consults with teachers and relevant staff concerning the educational needs of students, interpretation of assessment data, and implementation of behavior intervention plans in managing disruptive students.
   • Consults with psychologists, psychiatrists, LSSPs, medical doctors, and community agencies concerning intellectual, emotional, and behavioral interventions that can be implemented district wide.
   • Provides professional input and support to campuses on the use of multi-tiered systems of supports to address student needs.
   • Consults with teachers, LSSPs, and relevant staff concerning the educational needs of students, interpretation of assessment data, and implementation of behavior intervention plans in managing disruptive students.
   • Provides psychological expertise and renders a professional opinion addressing mental health issues and their inter-relationship with disciplinary infractions in the context of school wide behavior management.
   • Provides consultation regarding behavioral management/structured intervention strategies for teachers and/or parents.
   • Provides functional behavioral assessment (FBA) training to increase the efficiency of comprehensive data-gathering methods to develop Behavior Support Plans (BSP) and to delineate positive behavior strategies for teachers and other school staff.
3. Capacity Building
   • Synthesizes psychological research for dissemination in large group staff development trainings as well as for use in individual student intervention.
   • Develops online training material and other resources to support district wide PBIS efforts.
   • Collaborates with other departments to ensure tenets of PBIS are integrated with other relevant district initiatives.
   • Collects and monitors school and district data associated with behavior and discipline.
   • Disseminates information associated with PBIS practices through appropriate venues (i.e., OneSource, HUB, social media, newsletters, etc.)

4. Performs other job-related duties as assigned.

EDUCATION: Master’s degree from an accredited college or university

WORK EXPERIENCE: One year of experience providing psychological services in an educational setting

TYPE OF SKILL AND/OR REQUIRED LICENSING/CERTIFICATION: Valid Texas license as a Licensed Specialist in School Psychology (LSSP) granted by the Texas State Board of Examiners of Psychologists

Microsoft Office and office equipment (e.g., computer, copier)

Ability to communicate effectively in both written and oral forms with all levels of management, internal and external to the department; ability to present to large audiences

Ability to travel to schools throughout the district

Valid Texas driver's license with appropriate insurance coverage

LEADERSHIP RESPONSIBILITIES: No supervisory or direct people management responsibilities. May provide occasional work guidance, technical advice and training to staff.

WORK COMPLEXITY/INDEPENDENT JUDGMENT: Work is substantially complex, varied and regularly requires the selection and application of technical and detailed guidelines. Independent judgment is required to identify, select, and apply the most appropriate methods as well as interpret precedent. Position regularly makes recommendations to management on areas of significance to the department. Supervision received typically consists of providing direction on the more complex projects and new job duties and priorities.

BUDGET AUTHORITY: No budget development activity is required.

Specifications requirements for a plan and/or budget.

PROBLEM SOLVING: Decisions are made on both routine and non-routine matters with some latitude, but are still subject to approval. Job is occasionally expected to recommend new solutions to problems and improve existing methods or generate new ideas.

IMPACT OF DECISIONS: Decisions have moderate impact to the facility/department or division, causing increased satisfaction or dissatisfaction; producing efficiencies or delays; promoting or inhibiting personal intellectual or professional development; and/or contributing to financial gain or expense. Errors may be serious, usually not subject to direct verification or check, causing losses such as improper cost calculations, overpayment or improper utilization of labor, materials or equipment. Effect usually confined to the organization itself and is short term.

COMMUNICATION/INTERACTIONS: Collaborate and solve problems - works with others to resolve problems, clarify or interpret complex information/policies, and provide initial screening/negotiations without approval authority. Interactions are typically with customers, senior level professional staff, and managers.
CUSTOMER RELATIONSHIPS: Regularly assesses and diffuses complex, and escalated customer issues. Takes personal responsibility and accountability for solving systemic customer service problems. Regularly explores alternative and creative solutions to meeting the needs of the customer within HISD’s policies and guidelines. Follows through with customer inquiries, requests and complaints. Forwards difficult and non-routine inquiries or requests to appropriate level for resolution.

WORKING/ENVIRONMENTAL CONDITIONS: Work is normally performed in a typical interior work environment which does not subject the employee to any hazardous or unpleasant elements. Ability to carry and/or lift less than 15 pounds.