



Every child. Every opportunity. Every time.

June 11, 2021

**Achievement and Behavior Support Specialist
Woods Lake Elementary: A Magnet School for the Arts
\$39,564 –\$46,466
10-month, Full-Time**

The position will start in August 2021.

Scope of Responsibilities

The Achievement and Behavior Support Specialist provides direct services to identified students in elementary schools. The Achievement and Behavior Support Specialist facilitates the full participation of students in the academic program through individualized behavioral planning for students.

Performance Responsibilities

1. Provide direct services for a caseload of students whose behaviors significantly interfere with their academic growth in the core content areas. Interfering behaviors may include but are not limited to disruptive and disrespectful behaviors in the classroom; bullying or otherwise intimidating others; fighting; refusal to complete assignments and homework; and destruction of property. Students experiencing high levels of anxiety and needing extra support may also qualify for this caseload.
2. Direct services will include, but not limited to: (1) daily monitoring of student achievement and learner behaviors through check-in with certified staff on such matters as completion of classroom assignments and homework, specific academic struggles where extra support is needed, and behavior that is interfering with academic achievement which needs to be addressed; (2) daily contact(s) with student; (3) support through conferencing, in-class assistance, tutoring (reading, math, writing), monitoring of daily (or weekly) data, alternative location to complete school work (when needed), arrangement for afterschool homework assistance and completion (when needed) and provision of other strategies as specified in individual behavior plans.
3. Participate in child study teams for students on their caseload. Work with agencies such as Community Mental Health and Juvenile Court, as needed.
4. Design a variety of opportunities for parents to participate with certified staff in the planning, implementing, and evaluating behavioral and academic interventions for children.

5. Develop an ongoing progress reporting system to inform parents/guardians of their children's behavioral and related academic achievements.
6. Establish collaborative relationships with community organizations to provide a wide range of behavior and academic support services to facilitate student academic and behavioral success.
7. Participate in academic and behavioral professional development to ensure knowledge of research-based strategies.
8. Collect and report evaluation data concerning the impact of behavioral interventions on the achievement of their identified caseload students.
9. Complete and submit Time and Effort reports (i.e., Semi-annual Certifications or Bi-weekly Time Sheets and Personal Activity Reports) as required for any personnel fully or partially funded with federal funds.
10. Perform duties as assigned, specific to the job function.

Minimum Qualifications

1. Bachelor's degree in social work, education, human services, or a related field.
2. Minimum three (3) years of successful experience working with children in an urban educational setting.
3. Demonstrated ability to work effectively with children, families, and community agencies.
4. Ability to effectively lead creative problem solving and facilitate cooperative group discussions.
5. Experience with agencies and organizations in the Kalamazoo community.
6. Ability to work flexible hours.
7. Excellent written and oral communication skills and ability to effectively communicate with diverse groups of people.

Desirable Qualifications

1. Training in proactive behavior management techniques, such as assertive training model, behavioral contracting, interactive training model, and dealing with childhood stress.
2. Training in family therapy techniques.
3. Course work in substance abuse, child psychology, social work, education, and child abuse and/or neglect or related areas.

Please apply online at www.kalamazoopublicschools.com
no later than **Friday, June 18, 2021**.

Kalamazoo Public Schools is an Equal Opportunity Employer.