

**Walker-Hackensack-Akeley
School District Job Description**

POSITION TITLE:	Behavior Interventionist
DEPARTMENT:	Level IV Building
REPORT TO:	Building Principal
PAY SCALE:	Class B Employee
WORK YEAR:	Contract Days per Assignment; 9-month Employee

II. Reporting Relationship:

The Behavior Interventionist reports to the Level IV Principal and is responsible to that person for the proper interpretation and performance of the duties and responsibilities of this position.

III. Basic Function of the Position:

Assists the principal in the management and resolution of negative behaviors. Enforces school rules and communicates with appropriate personnel.

IV. Duties and Responsibilities of the Position:

- A. Monitor student behavior and work with teachers and principal to develop student contracts for behavior improvement.
- B. Assists principal in monitoring students, maintaining order and discipline and attending to individual student needs.
- C. Resolves minor behavior referrals, bus referrals and student conflicts.
- D. Supervise playground behavior during lunch periods, engaging in activities and mediating conflict.
- E. Performs clerical tasks such as completing student behavior reports, maintenance of student discipline records and preparation of data for meetings and tracking purposes.
- F. Promote the behavior expectations established through PBIS.
- G. Support staff in the de-escalation of dis-regulated students using Handle with Care/CPI and best practice techniques.
- H. Monitor passage of students in hallways and in bathroom areas.
- I. Participates in or provides input for meetings when requested.
- J. Keeps all student information strictly confidential and communicates with appropriate personnel.
- K. Participates in required training activities.
- L. May be responsible for training new paraprofessionals in tasks as outlined by the principal.
- M. Performs other related duties as assigned by the principal or apparent.

V. Supervisory Responsibilities:

None

VI. Education and/or Experience:

High School Diploma or general education degree (GED). Must meet Minnesota Department of Education paraprofessional competency requirements.

VII. Certificates, Licenses and Registrations

Handle with Care training and certification will be required after employment as well as additional

VIII. Language Skills:

Ability to read and interpret complex directions and comprehend written information disseminated in the school. Ability to clearly articulate expectations to students. Ability to communicate in oral and written form using correct grammar and usage.

IX. Mathematical Skills:

Ability to perform basic operations on numbers taught in elementary school mathematics classrooms. These include addition, subtraction, multiplication and division of whole numbers, common fractions and decimals, and ability to understand and use simple measures and interpret simple graphs.

X. Reasoning Ability:

Ability to apply common sense reasoning in a calm manner during situations that may have heightened emotions and where students are acting in an unsafe manner. Ability to manage a caseload of students who are on behavior plans.

XI. Other Skills and Abilities:

Ability to develop effective working relationships with students, staff and community. Ability to demonstrate caring and warmth for children and an understanding of children's needs. Ability to demonstrate good listening skills and the ability and willingness to collaborate and cooperate with other staff in accomplishing the goals of the school program. Thorough understanding of the needs of students who may need assistance with behavior regulation.

XII. Physical Demands:

The job may require a physical activity such as walking, climbing, running, kneeling, crouching, stooping, crawling or sitting. May need to lift or pull a minimum of 50 pounds.

XIII. Work Environment:

The work environment may be noisy and hectic at times and may contain the normal stresses associated with managing student behavior while assuring the safety and well-being of young children and helping students and staff to accomplish the expectations outlined in the school program. The employee may be exposed to infection at a greater risk than the average person. The employee is directly responsible for the safety and well-being of students. Duties may require the handling of body fluids in a manner consistent with the non-transmission of blood-borne pathogens.