

Transportation Behavior Specialist

Purpose Statement:

The Transportation Behavior Specialist supports the School Transportation Department by addressing the behavioral needs of students during transit, with a focus on those facing significant challenges. This role involves conducting behavior assessments, interpreting data, and designing targeted interventions to promote safe and supportive transportation environments. The analyst collaborates closely with transportation staff, school administrators, special education teams, and families to ensure consistent behavioral programming that fosters academic, social, and emotional success for all students.

Essential Functions:

- Provides professional development to staff on behavioral programming, behavior intervention plans, and other behavior management strategies
- Plans and supports the implementation of behavioral programming for students, including assessment methods, intervention strategies, consultation with team members and experts, and instruction in behavior analysis based on published research
- Delivers crisis response and management for students experiencing significant behavioral and emotional challenges
- Designs, delivers, and supervises intensive direct behavior analytic interventions for students with high needs
- Observes and supports students in behavioral crisis on a short-term or ongoing basis
- Participates in threat, risk, and eligibility assessment processes
- Supports Safety Net IEP reviews for Functional Behavior Assessments, Behavior Intervention Plans, and Aversive Intervention Plans
- Collaborates with transportation administration and staff to implement Positive Behavior Intervention Support (PBIS) on school buses
- Coordinates with school district, community, and state agencies and resources to support student behavioral needs
- Provides targeted professional development to staff on student behavior plans to build capacity
- Collaborates and consults with district administrators, school leaders, and staff to plan, implement, and evaluate behavior intervention services
- Provides technical assistance, enters data, and generates reports to assess behavioral trends
- Partners with transportation administrators and staff to develop and implement a responsive student referral and data tracking system
- Facilitates quarterly data reviews of transportation student behavior plans and outcomes with relevant teams
- Designs and adapts instructional lessons related to student behavior
- Models and coaches staff on student support and supervision plans
- Assists drivers in implementing Individualized Education Plans (IEPs) and Behavior Management Plans
- Establishes and manages data monitoring systems for students with severe behavioral challenges
- Serves as a liaison with special services regarding IEPs and behavior management plans

Other Functions:

- Assists transportation and school personnel in completing behavior-related tasks and activities
- Leads team review committees to evaluate student behavior and develop management plans for students with intensive needs
- Coaches staff and delivers professional development on a variety of behavioral instructional methodologies
- Uses data to assess the effectiveness of the student transportation program and adjusts strategies as needed
- Works flexible hours to support student transitions, establish behavior programs, and provide staff training

Job Requirements: Minimum Qualifications

Knowledge, Skills and Abilities

- Demonstrates strong collaboration and consultation skills
- Plans and facilitates professional development activities
- Interprets educational data to support planning and decision-making
- Understands and complies with federal, state, and district laws, regulations, and policies governing public school systems
- Works effectively across instructional settings with both special education and general education populations, including one-on-one, small groups, and classroom environments
- Coaches staff in implementing behavioral strategies
- Supports students with intense behaviors in both school and transportation settings
- Promotes a positive belief in every student's ability to achieve social-emotional and academic success
- Demonstrates cultural sensitivity and collaborates effectively with diverse and marginalized populations
- Works independently and initiates tasks without supervision
- Manages multiple responsibilities and meets timelines effectively
- Facilitates regular meetings with special services, district, transportation teams, and administrators to monitor student progress and needs
- Meets punctuality and attendance expectations consistently
- Performs duties in alignment with Board policies and legal requirements
- Cultivates and models a respectful working and learning environment
- Uses Microsoft Office applications proficiently
- Operates third-party software, internet tools, and email programs effectively
- Communicates clearly and professionally in both oral and written formats
- Maintains confidentiality and handles sensitive information appropriately
- Travels between school sites and transportation hubs as needed during the workday

Education and Experience

Relevant work experience, continuing education certification, or an associate or bachelor's degree in public school education, school district transportation, business administration, statistics, mathematics, computer science, or a related field is required. Candidates should also have recent experience in roles that demand strong problem-solving abilities, applied analytical skills, and proficiency with computer systems. Additionally, experience in implementing and training others in student behavioral instructional strategies is essential.

Working Environment

The usual and customary methods of performing the job's functions require the following physical demands: required restraint of students weighing 100 pounds or more, some lifting (up to 50 pounds), carrying, pushing, and/or pulling; some stooping, kneeling, crouching, and/or crawling; and significant finger dexterity. Generally, the job requires 80% sitting, 10% walking and 10% standing. This job is performed in a generally clean and healthy environment, occasionally required to work outside in a variety of weather conditions. May be exposed to blood or other potentially infectious materials during the course of the duties.

Required Testing

None Specified

Certificates & Licensing

Valid Driver's License and Evidence of Insurability

Continuing Education/Training

None Specified

Clearances

Criminal Justice Fingerprint/Background Clearance