

REVISED: APRIL, 2018
JOB DESCRIPTION

Title: INTERVENTION SPECIALIST

File 302

Reports to: Assigned administrator/supervisor

Job Objective: Develops student learning experiences using differentiated curricula and instructional strategies.

- Minimum Qualifications:**
- Holds/maintains required state department of education credentials.
 - Displays flexibility, reliability, self-discipline and a willingness to take on challenging tasks.
 - Effective communication, problem-solving and time management skills.
 - Embodies high ethical standards/integrity. Accepts responsibility for personal decisions/conduct.
 - Documents/maintains a record free of criminal violations that prohibit public school employment.
 - Nonviolent Crisis Intervention (CPI) or similar training may be required for some assignments.

Essential Functions: **1. Maintains a thorough understanding of subject matter and pedagogy. Organizes subject content and learning goals that support high levels of student achievement.**

- Works closely with other service providers to support unified classroom lessons.
- Implements strategies to improve family involvement and support for program activities.
- Prepares intervention materials. Teaches assigned students as scheduled.
- Develops and implements lesson plans aligned with intervention goals.
- Evaluates student academic needs and learning styles.
- Differentiates intervention techniques to effectively advance student learning.
- Facilitates the integration of new technology in all areas of the curriculum.
- Uses formal and informal assessment strategies to monitor student progress.
- Uses a data-driven approach to analyze assessments. Provides effective feedback to students.
- Identifies alternative approaches/accommodations as needed (e.g., differentiated curricula, equipment adaptations, extended time, study guides, reading/transcribing assistance, etc.).
- Collaboratively identifies and resolves problems that impede student learning. Implements evidence-based interventions that produce tangible benefits within defined time-frames.
- Facilitates/supports the least restrictive environment for the placement of students with disabilities.
- Conducts academic assessments for Evaluation Team Report (ETR) as requested.
- Facilitates Individualized Education Program (IEP) meetings. Prepares draft and final IEPs.
- Prepares and transmits legally compliant special education documents by required deadlines.
- Participates in manifestation determination and functional behavior assessment meetings.
- Advocates for students. Observes student demeanor. Investigates/reports atypical behavior.
- Helps students make appropriate choices and grow academically. Promotes creativity, critical-thinking, cultural awareness, democratic values, empathy, ethical conduct and self-reliance skills.
- Evaluates student achievement/performance. Prepares progress reports and/or report cards.
- Substantiates data on IEP goals/objectives as required.
- Initiates consistent parental updates to communicate academic, behavioral and social-emotional performance-related matters.
- Proctors state and district testing activities. Upholds mandated security procedures.
- Identifies alternative assessment methods when warranted.
- Ensures student lists and teaching materials are readily available for substitutes.

2. Exemplifies professionalism. Fosters goodwill to enhance the district's public image.

- Acts in accordance with the *Licensure Code of Professional Conduct for Ohio Educators*.
- Complies with the Employee Code of Excellence.
- Contributes to an effective working environment. Performs all aspects of the job.
- Encourages community involvement in school-sponsored activities.
- Functions as part of a cohesive team. Develops mutually respectful relationships with co-workers.
- Keeps an acceptable attendance record and is punctual.
- Maintains a professional appearance. Wears work attire appropriate for the position.
- Participates in the development of best practices and advancement of academic standards.
- Respects privacy. Maintains the confidentiality of privileged information.

3. Maintains open/effective communications. Serves as a reliable information resource.

- Prepares and maintains accurate records. Submits required paperwork on time.
- Provides prompt notification of personal delays or absences.

- Refers policy interpretation questions to an appropriate administrator.

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- Uses active listening/problem-solving techniques. Respects diversity. Resolves issues tactfully.

4. Pursues opportunities to enhance personal performance.

- Keeps current with professional standards associated with work duties.
- Updates personal skills as needed to use task-appropriate technology effectively.

5. Takes precautions to protect student and staff safety. Helps supervisors manage risks.

- Implements effective pupil management procedures. Provides appropriate student supervision.
- Maintains high standards for appropriate conduct. Takes action to address harassment and/or aggressive behavior. Complies with all legal statutes and administrative directives when dealing with discrimination, inappropriate behavior and suspected child abuse or neglect.
- Manages student behavior using positive behavioral support techniques.

6. Performs other specific job-related duties as directed.

- Helps implement workplace initiatives that advance organizational goals.

Performance Evaluation:

Employee performance is evaluated according to applicable law, board policies, contractual agreements and district administrative procedures.

Working Conditions:

The district offers equal employment opportunity without regard to age, ancestry, color, disability, military status, national origin, race, religion, sex and any other legally protected category.

Safety is essential to job performance. The district is an alcohol and drug free work environment. Employees must comply with district policies, workplace safety regulations and health laws.

This job description is not intended to create a contract or alter the terms of board authorized employment agreements. Employee benefits, classifications, contract durations, skill sets, wage rates and work schedules vary by position. This summary document describes typical job functions and does not represent an exhaustive list of all possible work responsibilities.

Employee duties may change in response to collective bargaining agreements, funding variables, modified operating procedures, program or service revisions, regulatory requirements, technological innovations and unforeseen events.