

Behavioral Support Paraprofessional

Williston School District #7

Job Title: Behavioral Support Paraprofessional

FLSA: Non-Exempt

Reports to: Student Services Coordinator

Job Summary:

The Behavioral Support Paraprofessional will assist in implementing behavioral interventions and support strategies for students with behavioral challenges. This role involves working closely with teachers, counselors, and other educational staff to create a positive and inclusive learning environment.

Essential Duties and Responsibilities:

1. Behavioral Interventions:

- Assist in developing and implementing individualized behavior intervention plans (BIPs).
- Monitor and document student behavior and progress.
- Provide one-on-one or small group support to students.

2. Classroom Support:

- Support teachers in managing classroom behavior.
- Assist in creating a structured and supportive classroom environment.
- Implement positive reinforcement strategies.

3. Collaboration:

- Work closely with Student Services Coordinator.
- Work collaboratively with teachers, counselors, and other staff to address student needs.
- Participate in team meetings to discuss student progress and strategies.

4. Data Collection and Reporting:

- Collect and maintain accurate data on student behavior and interventions.
- Prepare reports for review by educational staff and parents.

5. Training and Development:

- Participate in professional development opportunities related to behavioral support.

- Stay current with best practices in behavioral interventions and support.

Supervisory Responsibilities: This job has no supervisory responsibilities.

**Job Requirements: Minimum Qualifications
Skills, Knowledge, and Abilities**

SKILLS:

- Patience and empathy.
- Strong organizational skills.
- Ability to maintain confidentiality.
- Proficiency in data collection and reporting.

TECHNOLOGY SKILLS: Microsoft Office Suite

EDUCATION and EXPERIENCE:

- A high school diploma or equivalent, an associate degree, or higher is preferred. Must obtain Title I Paraprofessional Certificate through ND DPI.
- Experience working with children or adolescents in an educational setting.
- Knowledge of behavioral intervention strategies and techniques.
- Strong communication and interpersonal skills.
- Ability to work collaboratively as part of a team.

WORKING CONDITIONS:

- Work primarily in a classroom setting.
- May require occasional lifting or physical intervention.
- Regular communication with teachers, staff, and parents.

This job design provides a comprehensive overview of the role and expectations for a Behavioral Support Paraprofessional.

Qualifications include:

- Experience working with your children.
- An understanding of child development and behavioral management.
- Excellent communication and interpersonal skills to collaborate effectively students and school staff.

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-Ability to document and follow through on Behavioral Intervention Plans (BIP)

-Ability to stay calm and composed in high stress situations and effectively deescalate challenging behaviors.

-Commitment to fostering a positive and inclusive learning environment for all students.

TERMS OF EMPLOYMENT:

To be determined upon employment.

Employee Signature

Date