

## **BEHAVIOR SUPPORT SPECIALIST**

### **Purpose Statement**

The job of BEHAVIOR SUPPORT SPECIALIST is done for the purpose/s of a district level position that requires behavioral training, expertise, and experience to support students district-wide with significant behavioral needs. The behavior support specialist is supervised by the school psychologist and works closely with him/her to develop, implement, and modify behavior plans, according to data and to model that implementation for school team members. This employee will be placed at the site or sites where the greatest need is and may be moved as needs change throughout a school year. The hours worked each day may also be adjusted based on the school schedules where the greatest need currently is.

### **Essential Functions**

- Leads the implementation and monitoring of behavioral intervention plans under the supervision of the school psychologist; and in collaboration with the special education teacher and staff for the purpose of providing an effective program that follows state and federal rules/guidelines addressing the needs of individual students.
- Models the use of research-validated behavioral principles for staff members to increase capacity in schools for the purpose of managing challenging behavior.
- Provides one-on-one support to students with challenging behaviors (e.g. physical aggression, self-harm, destruction of property, etc.) for the purpose of providing a safe learning environment.
- Responds to emergency situations at all 8 schools for the purpose of resolving immediate safety concerns and/or directing to appropriate personnel for resolution.

### **Other Functions**

- Provides other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.

### **Job Requirements: Minimum Qualifications**

#### **Skills, Knowledge and Abilities**

SKILLS are required to perform single, technical tasks with a potential need to upgrade skills in order to meet changing job conditions. Specific skill based competencies required to satisfactorily perform the functions of the job include: preparing and maintaining accurate records; and following a written behavior plan effectively in high-stress situations.

KNOWLEDGE is required to perform basic math, including calculations using fractions, percents, and/or ratios; read a variety of manuals, write documents following prescribed formats, and/or present information to others; and solve practical problems. Specific knowledge based competencies required to satisfactorily perform the functions of the job include: appropriate codes, policies, regulations and/or laws; age appropriate activities; stages of child development; and behavioral management strategies.

ABILITY is required to schedule activities; collate data; and use job-related equipment. Flexibility is required to work with others in a wide variety of circumstances; work with data utilizing defined and similar processes; and operate equipment using standardized methods. Ability is also required to work with a wide diversity of individuals; work with similar types of data; and utilize specific, job-related equipment. Problem solving is required to analyze issues and create action plans. Problem solving with data may require independent interpretation; and problem solving with equipment is limited to moderate. Specific ability based competencies required to satisfactorily perform the functions of the job include: maintaining confidentiality; appropriate use of restraining and seclusion and exhibiting tact and patience. A candidate in this position will have demonstrated the ability to de-escalate situations involving dangerous student behavior; and to provide attention and reinforcement for desired behavior while minimizing such attention and reinforcement for undesired behaviors. Additionally, this role requires the ability to work and communicate effectively with a wide group of stake-holders; including, administrators, related service providers, teachers, para-professionals,

students and parents.

**Responsibility**

Responsibilities include: working under limited supervision following standardized practices and/or methods; leading, guiding, and/or coordinating others; operating within a defined budget. utilization of some resources from other work units is often required to perform the job's functions. There is a continual opportunity to impact the organization's services.

**Work Environment**

The usual and customary methods of performing the job's functions require the following physical demands: occasional lifting, carrying, pushing, and/or pulling, some climbing and balancing, frequent stooping, kneeling, crouching, and/or crawling and significant fine finger dexterity. Generally the job requires 10% sitting, 20% walking, and 70% standing. The job is performed under minimal temperature variations and in a generally hazard free environment.

**Experience:** Job related experience is required.

**Education:** Targeted, job related education with study in job-related area.

**Equivalency:** .

**Required Testing**

**Certificates and Licenses**

**Continuing Educ. / Training**

Safety Certification, First Aid, CPR may be required

**Clearances**

Criminal Justice Fingerprint/Background Clearance

**FLSA Status**

Not Rated

**Approval Date**

**Salary Grade**

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