



TITLE: BEHAVIOR SPECIALIST

QUALIFICATIONS:

1. Bachelor's degree in job related area
2. Teaching Certificate
3. Demonstrated interest in and aptitude for work to be performed
4. Such alternative qualifications as the Board may find appropriate and acceptable
5. Good physical condition with ability to lift 10 pounds.

REPORTS TO: Exceptional Education Director and DCPC Liaison

SCOPE OF WORK:

The Behavior Specialist will work with students, teachers, and principals to improve the climate and culture in the Hollandale School District (hereafter HSD). The Specialist will employ research-based strategies and data analysis to determine the root causes of behavioral issues. The Specialist will assist in the development and implementation of professional development for teachers and principals. The Specialist will lead Response to Intervention (hereafter RTI) meetings, develop individualized behavior plans, meet with families regarding behavioral issues, and liaise with the Social Services Collaborative. The expected outcomes of this work are a decrease in referrals to the office and a decrease in violent, state-reported incidents.

JOB GOAL: Provide training, support, and coordination of activities to the school and/or district in the implementation of PBIS.

PERFORMANCE RESPONSIBILITIES:

1. Design, facilitate, and provide assistance to schools or district regarding positive behavior support implementation and activities.
2. Serve as chairperson of PBIS teams
3. Design and deliver primary, secondary, and tertiary prevention training and technical assistance to PBIS teams as needed.
4. Provide support to teams in designing interventions and based on funds of behavior
5. Work with district consultants and administrators, as well as school teams, to establish data collection, analysis
6. Collect and analyze school data for district level reporting.
7. Upon request, communicate orally and in writing information about PBIS implementation and outcomes as needed.
8. Confer, plan, and communicate effectively with principal regarding school improvement activities.
9. Acts as liaison with the public and mental health community for the purpose of supporting individual student development goals.

10. Administers programs and services for behaviorally or emotionally disturbed students for the purpose of improved functioning and ensuring program eligibility and compliance with established guidelines.
11. Assists in developing interventions, functional behavior assessments and behavior plans for challenging behaviors.
12. Assists in developing procedures and training materials for district staff involved with students with challenging behaviors for the purpose of enhancing programs for students and ensuring that program operations are in compliance with established guidelines.
13. Conducts workshops, training, in-service presentations, etc. in classroom management techniques and other topics for the purpose of developing skills and establishing effective relationships with behaviorally or emotionally disturbed students.
14. Coordinates handling of child abuse and neglect cases through contact with school staff and outside agency personnel for the purpose of complying with mandated requirements.
15. Participates in a variety of meetings, workshops and committees for the purpose of conveying and/or gathering information required to perform functions and remaining knowledgeable with program guidelines.
16. Perform other related duties as assigned with the Exceptional Education Director and District Supervisor which assist in assuring effective programs outcomes.

DELIVERABLES:

1. Student Behavior Plans
2. Student Mentoring Logs
3. Meeting Minutes and Sign-In Sheets
4. Professional Development Materials
5. Weekly Work Log

TERMS OF EMPLOYMENT: Salary and work year established by Hollandale School District

EVALUATION: Performance of this job will be evaluated biannually by the Exceptional Education Director and DCPC Liaison