

ELIZABETH SCHOOL DISTRICT
STUDENT BEHAVIOR SUPPORT SPECIALIST

DRAFT

REPORTS TO: School Principals

POSITION SUMMARY:

The Student Behavior Support Specialist, in cooperation with staff and parents/guardians, shall be responsible for partnering with teachers and other district staff who work with students with the most challenging behavior issues, with the goal of helping the student adapt successfully to behavioral expectations both within and outside of the classroom.

KEY POSITION RESPONSIBILITIES

The key job responsibilities for the Student Behavior Support Specialist shall include but not be limited to:

1. Assessing the behaviors of identified students to determine strategies for learning appropriate classroom behaviors.
2. Developing a behavior plan for each identified student using evidence based strategies in cooperation with staff and parents/guardians.
3. Providing training to staff and parents/guardians for successful implementation of a behavior plan, including the application of gradually progressive systems of verbal and non-verbal behavioral strategies.
4. Providing ongoing follow-up to ensure continual progress and to make adjustments as needed to the behavior plan.
5. Making referrals to other behavioral resources when appropriate and integrating those resources into the work with individual students.
6. Integrating both positive behavioral intervention and supports (PBIS) and response to intervention (RTI) principles and techniques, where appropriate, in an overall student behavior plan.

7. Participating in various meetings including but not limited to parent conferences or in-service training and site meetings for the purpose of receiving or providing pertinent student information. May be required to participate periodically in the development of individualized educational programs for students.
8. Promoting the development of critical thinking, problem solving and pro-social behaviors in students.
9. Providing professional development, coaching and support for teachers and administrators on behavior intervention, anger management and other forms of support, and providing support and informational workshops for parents.
10. Providing social skills instruction to students.
11. Utilizing data where appropriate to identify inappropriate behaviors.

POSITION REQUIREMENTS

MINIMUM EDUCATION OR FORMAL TRAINING

A Bachelor's degree in applied behavioral sciences, psychology, social work, counseling, education, mental health or a directly related field of study. A Master's degree is preferred but not required.

MINIMUM EXPERIENCE

A minimum of 3 years of successful experience working with challenging individual student behavior issues.

Experience working in a school or treatment facility preferred but not required.

SPECIALIZED TRAINING OR PREPARATION PREFERRED

Skill in the application of PBIS and RTI strategies.

Skill in developing behavior plans; applying crisis intervention strategies; and providing training to individuals and groups.

GENERAL EXPECTATIONS

Skill in maintaining frequent and meaningful teacher and parent/guardian communication and to develop proactive partnerships with students, teachers and parents/guardians.

The ability to build and maintain strong and cooperative working relationships with staff and parents/guardians.

The ability to develop and present ideas effectively orally and in writing.

The ability to apply the highest professional standards to the work and toward the goals of the district.

LICENSES OR CERTIFICATION

As required by the State of Colorado

ESSENTIAL ENVIRONMENTAL DEMANDS

Primarily clean and comfortable

ESSENTIAL PHYSICAL REQUIREMENTS

Frequent sitting, standing, walking, reaching, bending, and squatting

Occasional stooping, kneeling, crawling

Frequent lifting 5 to 20 pounds

Occasional lifting 20 to 50 pounds

SUPERVISORY DUTIES

None