

**BRIEF DESCRIPTION OF POSITION:**

The Behavioral Intervention Specialist provides consultation, coaching, one-to-one and group presentations, and classroom support, instructional and behavioral strategies for regular education teacher, special education teachers, site personnel, and others providing instructional services to adolescents and transition age youth with disabilities as directed by the position's immediate supervisor the Director of Special Education.

**ESSENTIAL JOB FUNCTIONS:**

- a. Conducts comprehensive Functional Analysis Assessments (FAA) and Functional Behavioral Assessments (FBA), writes legally defensible effective behavioral analysis reports, and develops Behavior Support Plans (BSP) and Behavior Intervention Plans (BIP).
- b. Develops consultation relationships with school district special and general education service providers. Trains, directs, and monitors the work of teachers and classified staff assigned to work with students with behavioral challenges.
- c. Provides interventions and trains district staff and administrators in behavioral interventions for special education students.
- d. Analyzes behavior from a functional perspective and develops daily positive interventions.
- e. Participates as part of a multidisciplinary team and supports the district and all school sites and activities.
- f. Collaborates with a variety of service providers and agencies, working within the District and the SELPA.
- g. Researches interventions, treatment techniques, and assessment tool resources and methods.
- h. Conducts positive behavior support presentations, training and professional development.
- i. Participates in meetings, including Individual Educational Plans (IEPs), 504 meetings, Student Study Teams, and suspension conferences.
- j. Assist the Director, Administrator, Program Specialist or assigned teacher of behaviorally-based programs for individuals with special needs.
- k. Trains staff and monitors data and data collection, lesson development, and implementation of Behavior Support Plans (BSP) and Behavior Intervention Plans (BIP).
- l. Performs related duties as required.
- m. Communicate with parents regarding behavior needs of students.

**JOB REQUIREMENTS:**

- a. Experience providing services to special education students; assessing students; developing and implementing behavioral interventions for special education students; assessing student functional capabilities; conducting presentations; and performing research.
- b. Skill developing and presenting training activities; establishing and maintaining professional working relationships with individuals, groups, public, and private agency personnel; developing consultation relationships with special and general education service providers;
- c. Knowledge of appropriate curriculum and instructional strategies for students with disabilities; current state and federal special education regulations; special education curriculum resources and materials; behavior intervention methodology/techniques including positive behavior intervention strategies and regulations; individual and classroom management techniques; principles and practices of instruction, curriculum, professional development, and assessment in a special education setting; student assessment methods; research basis underlying best practices in special education; diagnostic instruments and their interpretation and application; applied behavior analysis; .
- d. Ability to present complex information on behavior, behavioral assessment, and implementation of behavior plans to staff; work independently; communicate orally and in writing; establish and maintain professional relationships; establish priorities and meet deadlines; travel to various locations; manage various assignments simultaneously; work as part of a multi-disciplinary team; work with adolescents and transition age youth that have behavioral, learning, and social challenges;
- e. Physical Abilities include sitting for extended periods, reaching, lifting and carrying, fine manual dexterity, pulling, pushing, talking/hearing, near and far visual acuity/depth perception/color vision/field of vision.

**MINIMUM QUALIFICATIONS:**

- Credential, Education Instructional Specialist, School Psychologist, or Counselor with behavioral experience.
- Three (3) years successful experience teaching special education or providing related special education services to include behavioral services.

**DESIRED QUALIFICATIONS:**

- Certification as a Board Certified Behavior Analyst (BCBA); and/or Behavior Intervention Case Manager.
- Experience working with secondary-level students with emotional disturbance behavior disorders.
- Experience working with high school and post-secondary students with Autism Spectrum Disorder.
- Trained in Non-Violent Crisis Intervention.
- Experience working with students with mental health issues and needs.

**WORK YEAR:** Certificated Teacher Work Year

**SALARY:** Certificated Teacher Salary Schedule

**BENEFITS:** Medical (employee contribution), 100% dental, vision and life insurance

**CREDENTIAL:** Educational Specialist or Pupil Personnel Services: School Counseling or Pupil Services:  
School Psychology

**EXPERIENCE:** Three (3) years successful experience teaching special education or providing related special education services to include behavioral services.