



Job Title:	Behavior Specialist	Wage/Hour Status:	Exempt
Reports To:	Director of Special Education	Pay Grade:	Teacher
Dept. /School:	Special Education	Date Revised:	11/15/2017

Primary Purpose:

Provide special education students who present with behavioral needs with learning activities and experiences designed to help them fulfill their potential for intellectual, emotional, physical, and social growth. Develop or modify curricula and prepare lessons and other instructional materials to student ability levels. Develop and implement a behavior modification system conducive to student ability levels. Collaborate with educators in the development and implementation of programs to remediate behavioral and social problems and assist with development and implementation of behavior intervention plans. Work in self-contained team, departmental, or itinerant capacity as assigned with a focus on helping students acquire appropriate behavioral skills.

Qualifications

Education/Certification:

Bachelor's Degree from accredited university
Master's Degree in Education/Special Education (preferred)
Valid Texas teaching certificate with required special education endorsements
BCBA or BCaBA licensure (preferred)

Special Knowledge/Skills:

General knowledge of curriculum and instruction
Knowledge of the IEP committee process, goals setting and implementation of IEP
Display professionalism in dealing with students, campus staff, and parents
Has provided instruction to students diagnosed with behavior disorders (ED/BD, ASD, etc.)
Has developed and implemented data collection systems
Experience in conducting FBAs and writing BIPs
Developed and implemented behavior intervention plans
Knowledge and understanding of principles of applied behavior analysis
Self-starter able to work without day to day supervision

Experience:

3 or more years of experience working with students diagnosed with behavior disorders (preferred)

Major Responsibilities and Duties

1. Create classroom environment conducive to learning and appropriate for the physical, social, and emotional development of students.
2. Plan and implement appropriate instructional and behavioral intervention strategies to assist students who exhibit severe behaviors.

3. Implement an instructional, therapeutic, or skill development program for assigned students.
4. Employ a variety of behavior intervention strategies to facilitate positive behavior change for special education students.
5. Provide social skills instruction or training in replacement behaviors to assigned students.
6. Collaborate with psychologist, administrators, related service staff, classroom teachers, parents, and/or outside resource personnel when a student is having difficulty in current placement to improve effectiveness of intervention strategies.
7. Provide direct support to teachers and administrators to develop and implement instructional and behavioral supports for students in special education including observations, data collection, recommendations, teacher training and follow up services to support the fidelity of implementation of interventions.
8. Assist teachers in room arrangement, daily schedules, classroom management, etc., when appropriate.
9. Assist classroom teachers in the implementation of learner-centered instruction and alignment with student goals and objectives.
10. Assist classroom teachers in developing IEP and BIP goals and objectives based on student assessment.
11. Conduct a functional behavioral assessment as a prerequisite in developing a behavior intervention plan.
12. Participate in IEP Committee meetings/staffings as appropriate.
13. Manage student behavior appropriately. This includes intervening in crisis situations and physically restraining students as necessary according to the IEP/BIP and standards set by CPI.
14. Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.
15. Prepare and present staff development to all stakeholders in the area of behavior intervention and modification including CPI.

Communication:

16. Establish and maintain open lines of communication by conducting conferences with campus staff, district staff, parents, and students.
17. Maintain a professional relationship with colleagues, students, parents, and community members.
18. Use effective communication skills to present information accurately and clearly.

Other:

19. Participate in staff development activities to improve job related skills.
20. Keep informed of and comply with federal, state, district, and school regulations and policies for special education teachers.
21. Compile, maintain, and file all physical and computerized reports, records, and other documents required.
22. Attend and participate in department meetings and serve on staff committees as required.
23. Other duties as assigned.

Supervisory Responsibilities:

Supervise assigned teacher aide(s).

Working Conditions:

Mental Demands/Physical Demands/Environmental Factors:

This position requires flexibility with job assignments to multiple campuses based on student needs.

Maintain emotional control under stressful situations

Ability to maintain emotional control when working with students exhibiting non-compliant behaviors related to their disability

Moderate lifting and carrying

Potential physical aggression from student that may be related to their disability

Potential exposure to human body fluids
Ability to participate in physical restraints

NOTE: The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities, duties, or skills that may be required.