

Gahanna-Jefferson School District Position Description

Position Title:	Behavior Specialist
Reports To:	Director of Special Education
FLSA Status:	Exempt
Revision Date:	June 14, 2018

SUMMARY: Behavior Specialists conduct a functional behavior assessment (FBAs) for students with disabilities who are exhibiting persistent and challenging behaviors that interfere with their learning and the learning of others. Behavior Specialists also develop a positive behavior support plan that will teach and provide students with disabilities the strategies to successfully integrate behaviorally into the school setting.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Develops Functional Behavioral Assessments (FBAs) and Behavior Intervention Plans (BIPs).
- Develops intervention strategies to meet the individual needs of students with disabilities (preschool through post high school transition programs) struggling with behavior challenges within the school setting.
- Completes classroom observations and individual consultations with classroom teachers.
- Works collaboratively with the student's educational team and parents to develop intervention strategies (positive behavior supports) for the classroom and/or within the school environment that allows the student to successfully integrate behaviorally into the school setting.
- Assists with the intervention process and determines through the FBA why a student is performing and/or exhibiting certain challenging behavior(s), allowing the student's team to develop a behavior intervention plan that includes positive behavior supports to each and facilitate appropriate behaviors to replace the student's inappropriate/challenging behaviors.
- Works collaboratively with student's IEP team and/or educational school personnel (school psychologist, guidance counselor, classroom teacher, speech-language therapist, paraprofessional) to develop an Individualized School Positive Behavior Intervention Plan.
- Models, teaches and trains school staff in positive behavior strategies as well as provides assistance with the coordination of differing therapies and research based behavioral interventions and services.
- Provides on going monitoring of the implementation of the behavior support plan through observation and review of the program's data.
- Provides the team with specific data collection techniques when necessary.
- Trains staff in crisis intervention, verbal de-escalation strategies and nonviolent physical control techniques.
- Other duties as assigned by supervisor.

SUPERVISORY RESPONSIBILITIES:

- Supervises students.

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

- Bachelor's Degree; Master's Degree preferred.

CERTIFICATES, LICENSES, REGISTRATIONS:

- Valid license issued by the Behavior Analyst Certification Board.

LANGUAGE SKILLS:

- Ability to read, analyze and interpret general business periodicals, professional journals, technical procedures or governmental regulations.
- Ability to write reports, business correspondence and procedure manuals.
- Ability to effectively present information and respond to questions from groups of managers, clients, customers and the general public.

MATHEMATICAL SKILLS:

- Ability to work with mathematical concepts such as probability and statistical inference.
- Ability to apply concepts such as fractions, percentages, ratios and proportions to practical situations.

REASONING ABILITY:

- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to interpret a variety of instructions furnished in written, oral, diagram or schedule form.

OTHER SKILLS and ABILITIES:

- Ability to apply knowledge of current research and theory to instructional program.
- Ability to plan and implement lessons based on division and school objectives, and the needs and abilities of students to whom assigned.
- Ability to establish and maintain effective working relationships with students, peers, parents and community.
- Ability to speak clear and concisely in written or oral communication.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to climb or balance, stoop, kneel, crouch or crawl, and talk or hear. The employee frequently is required to stand, walk, sit, and reach with hands and arms. The employee is occasionally required to use hands to finger, handle or feel objects, tools or controls. The employee must occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision and depth perception.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate. The employee is directly responsible for the safety, well-being and work output of students. Must be able to meet multiple demands from several people.

The employee shall remain free of any alcohol or non-prescribed controlled substance use in the workplace throughout his/her employment with the District. This prohibition includes being under the influence of improper substances and manifesting signs of recent use of improper substances.

This job description is subject to change and in no manner states or implies that these are the only duties and responsibilities to be performed by the incumbent. The incumbent will be required to follow the instructions and perform the duties required by the incumbent's supervisor, appointing authority.

The Gahanna-Jefferson Public Schools Board of Education is an equal opportunity employer offering employment without regard to race, color, religion, gender, national origin, ancestry, military status, or disability.

My signature below signifies that I have reviewed the contents of my job description and that I am aware of the requirements of my position. A copy was given to me for my records.

Signature

Date

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned.