

PINELLAS COUNTY SCHOOL DISTRICT, FLORIDA

PCSB: 2202
Instructional

FLSA: Exempt

BEHAVIOR SPECIALIST
REPORTS TO: Exceptional Student Education Specialist
SUPERVISES: Not Applicable
QUALIFICATIONS: Bachelor's degree in education from an accredited college or university. Certification in Exceptional Student Education. Minimum of three (3) years successful classroom teaching preferably with students with disabilities and/or related experience in exceptional student education. Proof of extensive behavior management experience (i.e. college course work, continuing education and inservice records). Experience working with students with autism and/or emotional behavioral disabilities. Completion of Non-violent Crisis Intervention (CPI) training or within six (6) months of assignment.
PREFERRED: Master's degree in education from an accredited college or university with certification in Exceptional Student Education. Coursework in applied behavior analysis.
MAJOR FUNCTION
Establishes principles of behavior change procedures with basic understanding of applied behavior analysis. Conducts and facilitates Functional Behavior Assessments and implements Positive Behavior Intervention Plans. Establishes specific behavior management programs for students as needed. Consults with school personnel, parents, and others regarding behavior strategies. Functions in the areas of behavior management and crisis intervention and is responsible to the school principal.
ESSENTIAL RESPONSIBILITIES
<ul style="list-style-type: none"> • Provides behavioral/crisis intervention for students. • Develops and/or supports behavior management procedures in a building in cooperation with the administration and the building support team. • Conducts Functional Behavior Assessments and develops Positive Behavior Intervention Plans for students exhibiting significant behavior and assists in creating data collection tools. • Develops and provides intensive one-to-one intervention with individual students when necessary to diminish inappropriate behaviors. • Assists with the selection of the most appropriate data collection system, teaching strategies, and criteria for successful attainment of program objectives as it relates to behavior. • Advises classroom teachers in applying behavior management principles toward classroom organization, physical environmental factors, programming, behavioral/instructional practices and general student management. • Provides professional development to school staff regarding intervention strategies, general behavior management techniques and crisis intervention as necessary. • Follows behavior management principles and discipline guidelines established by county policy. • Establishes specific behavior management goals in conjunction with the teacher for IEP social emotional goal development. • Provides social skills instruction to students utilizing research based methodologies and approved district curricula

BEHAVIOR SPECIALIST

ESSENTIAL RESPONSIBILITIES (Continued)

- Participates in the crisis prevention component adopted by the school district.
- Coaches teachers/support staff and assists with implementation/modeling of behavior strategies, data collection tools, intense behavioral interventions, program implementation and crisis intervention.
- Collaborates with school personnel, agencies, and families in coordinating individualized ESE services to meet students' needs.
- Completes all reporting requirements as mandated by the district, state, federal, and educational agencies (i.e. restraint and seclusion, assessments, behavioral data).
- Creates data collection tools to progress monitor student behavior. Summarizes, graphs and analyzes data to determine student's response to intervention and intervention modification.
- Supports the School Based Leadership Team with implementation of Problem Solving Response to Intervention for Behavior and overall positive behavior supports of the school
- Performs other related duties as required.

TERMS OF EMPLOYMENT

Salary and benefits shall be paid consistent with the district's approved compensation plan. Length of the work year and hours of employment shall be established by the District.

Performance of the job will be evaluated in accordance with provisions of the School Board's policy on evaluation of personnel.

The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities and duties required of those in this classification.

HISTORY OF JOB CLASSIFICATION

ISSUED: 1986 ESE; FORMAT REVISED: 1/89; REVISED: 5/94 DLH; REVISED (MQ'S): 9/94 PBL; REVISED FORMAT & WORKING COND.: 4/04 AK.; REVISED: FORMAT, MQ, MF, ER; 07/09/17 CH; BOARD APPROVED: 07/25/17

BEHAVIOR SPECIALIST

WORKING CONDITIONS & PHYSICAL EFFORT:	Seldom Or Never	Monthly	Weekly	Daily	Hourly
1. Lift objects weighing up to 20 pounds	X				
2. Lift objects weighing 21 to 50 pounds	X				
3. Lift objects weighing 51 to 100 pounds	X				
4. Lift objects weighing more than 100 pounds	X				
5. Carry objects weighing up to 20 pounds	X				
6. Carry objects weighing 21 to 50 pounds	X				
7. Carry objects weighing 51 to 100 pounds	X				
8. Carry objects weighing 100 pounds or more	X				
9. Standing up to one hour at a time				X	
10. Standing up to two hours at a time				X	
11. Standing for more than two hours at a time	X				
12. Stooping and bending		X			
13. Ability to reach and grasp objects					X
14. Manual dexterity or fine motor skills					X
15. Color vision, the ability to identify and distinguish colors				X	
16. Ability to communicate orally					X
17. Ability to hear					X
18. Pushing or pulling carts or other such objects		X			
19. Proofreading and checking documents for accuracy					X
20. Using a computer to enter and transform words or data					X
21. Using various technology tools					X
22. Working in a normal office environment with few physical discomforts					X
23. Working in an area that is somewhat uncomfortable due to drafts, noise, temperature variation, or other conditions	X				
24. Working in an area that is very uncomfortable due to extreme temperature, noise levels, or other conditions	X				
25. Working with equipment or performing procedures where carelessness would probably result in minor cuts, bruises or muscle pulls	X				
26. Operating automobile, vehicle, or van	X				
27. Other physical, mental or visual ability required by the job	X				

Behavior Specialist - INS