

PINELLAS COUNTY SCHOOL DISTRICT, FLORIDA

PCSB: 2026
Instructional

FLSA: Exempt

DISTRICT BEHAVIOR SPECIALIST
<p>REPORTS TO: Exceptional Student Education Specialist</p>
<p>SUPERVISES: Not Applicable</p>
<p>QUALIFICATIONS: Bachelor's degree in education from an accredited college or university. Certification in Exceptional Student Education. Minimum of five years' successful classroom teaching experience, preferably with three (3) years working with students with disabilities and/or related experience in exceptional student education and behavior. Proof of extensive experience with behavior (i.e. previous experience, college course work, continuing education and inservice records). Extensive experience working with students with autism and emotional behavior disabilities as well as other behavioral challenges. Completion of Non-violent Crisis Intervention (CPI) training. Completion of Board Certification for Behavior Analysis (BCBA) within the first two years of assignment.</p> <p>PREFERRED: Master's degree in education or related field from an accredited college or university. Board Certification in Applied Behavior Analysis.</p>
MAJOR FUNCTION
<p>Works collaboratively with schools and educators to implement recognized principles of applied behavior analysis for assessment and development of behavioral interventions for students. Provides technical behavior assistance and consultation to school personnel in a variety of settings for students pre-kindergarten through extended transition.</p>
ESSENTIAL RESPONSIBILITIES
<ul style="list-style-type: none"> • Assists school staff in conducting Functional Behavior Assessments and developing Positive Behavior Intervention Plans for students exhibiting significant behavior. • Assists teams in problem solving and providing intensive one-to-one behavioral intervention with individual students. • Processes referrals for requests of support and responds to these referrals of behavioral support in a timely manner. • Provides detailed and specific feedback to schools after responding to requests of behavioral support. • Provides schools the most appropriate data collection system, teaching strategies, and criteria for successful attainment of program objectives as it relates to behavior. • Collects and analyzes behavioral data to guide decisions regarding individual student supports, classrooms and schoolwide systems. • Advises school-based behavior specialists and classroom teachers in applying behavior management principles toward classroom organization, physical environmental factors, programming, behavioral/instructional practices and general student management. • Consults with staff concerning appropriate learning strategies and positive behavior interventions to support student access to instruction and to make academic/behavioral progress in the least restrictive environment. • Supports and communicates behavior management principles, discipline guidelines and best practices for programming established by district policy. • Ongoing consultation with school-based teams to ensure fidelity of plan implementation and additional recommendations for problem solving regarding to response to intervention. • Develops and provides staff training/presentations/professional development for program specialists, psychologists, behavior specialists, school counselors, social workers, teachers, paraprofessionals and other staff implementing behavior interventions and programs for students with behavioral issues. • Participates and provides professional development in the crisis prevention program adopted by the school district.

DISTRICT BEHAVIOR SPECIALIST

ESSENTIAL RESPONSIBILITIES (Continued)
<ul style="list-style-type: none">• Coaches behavior specialists/teachers/support staff with implementation/modeling of behavior strategies, data collection tools, intense behavioral interventions, program implementation and crisis intervention.• Supports and communicates all reporting requirements as mandated by the district, state, federal, and educational agencies (i.e. restraint and seclusion, assessments, behavioral data) to school-based staff.• Support schools in cases where intensive ongoing support and collaboration with outside agencies may be required.• Travels districtwide supporting schools.• Performs other related duties as required.
TERMS OF EMPLOYMENT
<p><i>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.</i></p> <p><i>Performance of the job will be evaluated in accordance with provisions of the School Board's policy on evaluation of personnel.</i></p> <p><i>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.</i></p>
HISTORY OF JOB CLASSIFICATION
ISSUED: 07/09/17 CH; BOARD APPROVED: 07/25/17; REVISED MQ, ER, 01/10/20 LM; BOARD APPROVED: 02/25/20

DISTRICT 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				

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