

**PINELLAS COUNTY SCHOOL DISTRICT, FLORIDA**

PCSB: 2203  
Instructional

FLSA: Exempt

<b>BEHAVIOR SPECIALIST, EARLY CHILDHOOD</b>
<b>REPORTS TO:</b> Site Administrator
<b>SUPERVISES:</b> Instructional Staff Support Staff
<b>QUALIFICATIONS:</b> Bachelor's degree in education from an accredited college or university. Minimum of three (3) years successful classroom teaching in an early childhood program or related experience in exceptional student education. Demonstrated experience in providing a variety of appropriate behavior management techniques with students birth to five. Demonstrated experience in counseling techniques, interpersonal skills, and classroom management strategies.
<b>PREFERRED:</b> ESE Programs: Master's degree in Early Childhood and/or certification Birth to 4 years Pre-K Primary. Participation in, or willingness to be trained in, Non-violent Crisis Intervention (CPI). Knowledge or willingness to be trained in an early childhood social emotional curriculum.
<b>MAJOR FUNCTION</b>
Maintains and supports the school-wide behavior management system. Establishes specific behavior management programs for students as needed. Consults with school personnel, parents, and others regarding general behavior management of the classroom. Functions in the areas of behavior management and crisis intervention.
<b>ESSENTIAL RESPONSIBILITIES</b>
<ul style="list-style-type: none"><li>• Provides behavioral/crisis intervention for students and teachers</li><li>• Develops and/or supports behavior management procedures in a building in cooperation with the administration and the building support team, i.e., SIT Team</li><li>• Provides intensive one-to-one intervention with individual students when necessary to diminish inappropriate behaviors</li><li>• Establishes specific behavioral programs to increase appropriate behaviors and decrease inappropriate behaviors of individual students</li><li>• Reviews behavioral and/or instructional teaching programs carried out by classroom staff for relevancy and assists with program revisions when requested</li><li>• Assists with the selection of the most appropriate data collection system, teaching strategies, and criteria for successful attainment of program objectives, if needed</li><li>• Assists and models developmentally appropriate social skills lessons within the classroom setting</li><li>• Advises classroom teachers in applying behavior management principles toward classroom organization, physical environmental factors, and general student management, if needed</li><li>• Consults with parents on successful behavior management programs and suggests community resources</li><li>• Establishes training in behavior management techniques and crisis intervention as necessary</li></ul>

## BEHAVIOR SPECIALIST, EARLY CHILDHOOD

<b>ESSENTIAL RESPONSIBILITIES (Continued)</b>
<ul style="list-style-type: none"><li>• Serves on countywide committees to review Behavior Management Guidelines for Exceptional Students and recommends the establishment of county policies, if needed</li><li>• Follows behavior management principles and discipline guidelines established by district policy</li><li>• Establishes specific behavior management goals in conjunction with the teacher for IEP development</li><li>• Serves as an active member of the building team in planning for individual needs of students and the overall behavior management of the school</li><li>• Conducts group and individual counseling with students when necessary as part of the behavior interventions</li><li>• Participates in the aggression control training component adopted by the district</li><li>• Performs other related duties as required</li></ul>
<b>TERMS OF EMPLOYMENT</b>
<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>
<b>HISTORY OF JOB CLASSIFICATION</b>
ISSUED: 10/13 LM; BOARD APPROVED: 12/10/13

**BEHAVIOR SPECIALIST, EARLY CHILDHOOD**

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 – Early Childhood – INS