

## **BEHAVIOR INTERVENTION SPECIALIST**

### **DISTINGUISHING FEATURES OF THE CLASS:**

This position involves responsibility of applying behavior intervention methods and practices to maintain order and safety within a population including intellectually and developmentally disabled or at-risk students participating in a structured educational program. The incumbent in this position is responsible for observing when a student is a danger to themselves or others, and other circumstances requiring intervention to provide the appropriate physical intervention when necessary. The incumbent will also be required to exercise personal judgment when necessary to handle problem situations in conformance with commonly accepted crisis intervention policies and procedures. Work is performed under the general supervision of a higher-level administrator. Supervision of others is not a normal function of the position.

### **TYPICAL WORK ACTIVITIES:**

The following is indicative of the level and types of activities performed by incumbents in this title. It is not meant to be all inclusive and does not preclude a supervisor from assigning activities not listed which could reasonably be expected to be performed by an employee in this title.

1. Manages disruptive, assaultive or out-of-control behaviors of students by providing the appropriate therapeutic intervention which, when necessary, may require physical intervention;
2. Removes disruptive students from classroom and non-classroom areas of the facility, and maintains an effective time-out space and program for students requiring an alternative learning site;
3. Assists in the classroom when crisis situations require aid and to be “on call” in the proximity of potential crisis situations;
4. Maintains a controlled environment for students and staff in the building or facility grounds;
5. Monitors all major daily behavioral incidents to resolution and reports status to clinical and administrative staff;
6. Completes written behavioral summaries to assist teachers and administrators in the development of appropriate learning experiences and behavior plans;
7. Participates with staff in developing strategies and solutions for students who are experiencing difficulty with adjustment and behavior management problems;
8. Monitors individual behaviors of students in cooperation with clinical and educational staff, making referrals for counseling or discipline as needed;
9. Coaches and supports students in proper conflict-resolution skills and communication strategies by providing enrichment activities to students and reinforce a positive attitude for students within the educational program;
10. Develops alternative activities including behavior modification and mediation strategies for targeted students returning from suspension and coordinates and monitors the in-school suspension program and after school detention.

## **BEHAVIOR INTERVENTION SPECIALIST** (cont'd)

### **FULL PERFORMANCE KNOWLEDGE, SKILLS, AND ABILITIES:**

Knowledge of principles and practices of counseling and behavioral assessment techniques;  
Knowledge of conflict resolution, aggression management, crisis intervention and de-escalation strategies;  
Knowledge of factors underlying youth development and growth;  
Knowledge of behavior management training;  
Ability to acquire a familiarity with classroom routine;  
Ability to establish and maintain discipline;  
Ability to establish a rapport with students, including intellectually and developmentally disabled or at-risk students;  
Ability to remain clear and decisive in emergency and stressful situations;  
Ability to communicate effectively both orally and in writing;  
Personal characteristics necessary to perform the duties of the position;  
Physical condition commensurate with the demands of the position.

### **MINIMUM QUALIFICATIONS:**

EITHER:       (A)     Bachelor's Degree in Education, Social Work, Sociology, Psychology or closely related field;

OR:            (B)     Bachelor's Degree and one (1) year of full-time paid work experience working with students in providing behavior management and/or counseling.

**NOTE:** Your degree or college credit must have been awarded by a college or university accredited by a regional, national, or specialized agency recognized as an accrediting agency by the U.S. Department of Education/U.S. Secretary of Education.

ADOPTED: 11/16/2021