



Job Description

Recovery Room-Behavioral Interventionists

Employment Status: Full-Time

FLSA Status: Non-Exempt

Calendar: 185 Days

Experience Required: Prior related work experience is preferred.

Minimum Education Requirements: Associate degree in related field.

Department: Aides/Paraprofessionals.

Direct Supervisor: Building Principal.

Primary Work Location: School setting.

Certification: Substitute Certificate.

Job Summary: Provides a safe space for Positive Behavioral Interventions and Supports (PBIS) for students who are disciplined due to behavioral issues impeding learning or classroom instruction.

Essential Job Functions

An employee in this position may be called upon to do any or all of the following essential duties:

- Provide a place where chronically disruptive students can be safe while they process their disruptive behaviors.
- Support intervention by collaborating with student services, staff administration, and parents.
- Help students refocus and assist student in de-escalation.
- Have positive classroom management and hold students accountable.
- Help students learn to own their behavior.
- Help students develop a plan for their success in the classroom through mentoring and tutoring.
- Monitor students in school suspension.
- Facilitate the continuity of student education by communicating with teachers to get the required work and answer questions for students about assignments, mentoring, and tutoring students.
- Provide one on one counseling and instruction on conflict resolution.
- Help students to identify who they harmed and how to restore the relationship.
- Build relationships with students, foster student to student community relationships, and student and teacher relationships.
- Perform other duties as assigned.

Knowledge, Skills, and Abilities (KSA's) for Position

An employee in this class must have the following knowledge, skills, and abilities upon application:

Knowledge

Effective Date:



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- Applied behavior analysis and its practical application to everyday programs and interventions.
- Human behavior and performance; individual differences in ability, personality, and interests; learning and motivation.
- Group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures and their history and origins.

Skills

- Strong written and oral communications and relational skills.
- Operate a variety of office equipment, including computer, printer, calculator, and copier.
- Teaching social interaction.

Abilities

- Working with teachers, administrators, and other school staff as a collaborator.
- Developing, implementing, and monitoring, on-going behavior change programs.
- Establish and maintain effective working relationships with associates, teachers, parents, and the public.
- Lift up to 25 pounds.
- Effectively welcome and embrace differences among employees and citizens.
- Must be able to successfully complete a background investigation.
- Must be able to work a flexible schedule as needed.

**This position description is a general guideline for work behavior and is not intended to be a comprehensive listing of all job duties. Therefore, it is also not, nor can it be implied to be, a contract of employment. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential tasks. Must be able to successfully complete an intense background investigation.

Signatures / Date

Effective Date:



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Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this job.

Check the appropriate box, fill in the needed accommodations, if required, then sign and date.

- I have read and understand this job description and acknowledge that I am able to complete the essential functions of my job without accommodations.
- I have read and understand this job description and I would require the following reasonable accommodations to fulfill the essential functions of this job:

Employee Signature

Date

Supervisor Signature

Date

Human Resources

Date