



ANNOUNCEMENT OF POSITION VACANCY

INTERNAL & EXTERNAL POSTING

Date of Posting: August 1, 2022

TITLE OF POSITION: **Elementary ASD Behavior Interventionist**

STARTING DATE: 2022-2023 School Year

CLOSING DATE: Until Filled

- Position Summary, Employment Qualifications, Duties and Responsibilities are provided in the attached Job Description

Letters of application and resumes should be sent to:

Jeffery S. Haase, Superintendent
400 Sherwood Street
Otsego MI 49078
Responses may be sent via e-mail to: lperkowski@otsegops.org

This method of posting jobs meets the requirements of our union groups to notify employees of vacancies. Positions may not be open to the public due to internal candidates and the bidding process.

Statement of Assurance:

The Board of Education does not discriminate on the basis of race, color, national origin, sex, including sexual orientation or transgender identity, disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities.



JOB DESCRIPTION

TITLE: Elementary ASD Behavior Interventionist

CONTRACT: 188 Day Calendar

REPORTS TO: Director of Special Education

LOCATION: Washington Street Elementary School

POSITION SUMMARY:

Non-union ancillary staff member to assist school personnel in managing students with severe and chronic behavioral disorders related to autism, maintaining the safety of the school environment and responding effectively to crises situations. To collaborate with building administration on the day to day operations including students with autism in the general education school environment.

EMPLOYMENT QUALIFICATIONS:

1. Bachelor's Degree in Education, Social Work, Psychology or related field preferred.
2. Training and/or experience working with students with disabilities in a school setting preferred.
3. Willingness and ability to serve as a Key Personnel on a frequent, perhaps daily basis, which may necessitate the use of emergency intervention measures.
4. Maturity, patience, and people skills to work effectively with students with significant disabilities.
5. Ability and willingness to work independently with minimal supervision.
6. Strong, demonstrated interpersonal skills, both written and oral.
7. Such alternatives to the above qualifications as the Board may find appropriate and acceptable.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

(These duties and responsibilities are judged to be "essential functions" in terms of the Americans With Disabilities Act or ADA)

- Assist in maintaining a positive school environment that promotes safety, security and well-being for all students.
- Consistently follow school-wide behavioral intervention sequence and follow individual behavior intervention plans as appropriate.
- Demonstrate effective behavior management skills and the ability to implement preventative and reductive interventions and teach replacement behaviors.
- Demonstrate effective de-escalation and crisis intervention techniques with students and remain calm and neutral to prevent escalation of student behavior.
- Frequently use and create visuals including Core Vocabulary, visual schedules, social stories, token economies, etc. Train others on how to create and implement these supports.
- Consistently implement universal communication, instructional and behavioral interventions and supports.
- Fluently use data collection tools and procedures to ensure interventions are implemented with fidelity.
- Train others on the creation and use of visual supports, token economies, core vocabulary, AAC, etc.
- Maintain accurate documentation of behavioral episodes and interventions in accordance with legal mandates and building procedures.

- Operate and care for equipment as needed.
- Alert appropriate personnel to any problem or special information about an individual student.
- Perform such other tasks as may be assigned by the classroom teacher, Director of Special Education or the building principal.

The above statements are intended to describe the general nature and level of work being performed by a person in this position. They are not to be construed as an exhaustive list of all duties that may be performed by such a person.

OTHER KNOWLEDGE, SKILLS, AND ABILITIES:

(To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.)

REQUIRED:

1. Ability to read, interpret and follow multiple step directions.
2. Demonstrated ability to handle and resolve conflict productively.
3. Demonstrated ability to establish and maintain boundaries with students/families.
4. Maintain confidentiality of student records and information.
5. Demonstrated ability to adhere to Board and Building policies and procedures.
6. Ability to be on the job regularly and have a positive attendance record.
7. Ability to lift up to 60 pounds, walk short distances, and attend to personal care of students.
8. Ability to utilize technology (i.e., telephone, cell phone, iPad, laptop computer, desktop computer, printer, copier, fax machine, etc.)

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit, stand, walk; occasional stooping, bending, and reaching. Close vision is required to perform computer related tasks. The employee must have the ability to lift and/or move up to 60 pounds and attend to the personal care of students.

WORK ENVIRONMENT:

The noise level in the work environment is usually moderate.

The qualifications listed above are guidelines for selection purposes; alternative qualifications may be substituted if sufficient to perform the duties of the job.

FLSA: NON-EXEMPT

SALARY AND CONTRACT:

The Otsego Board of Education will provide a competitive compensation package with the salary range between \$28,000 to \$35,000 depending on experience. Excellent benefits package which includes medical coverage for employee and eligible dependents, dental, vision and retirement benefits. Starting date for this position is on or before August 15, 2022.