

**TITLE: BEHAVIOR ASSISTANCE PARAPROFESSIONAL**

**QUALIFICATIONS: AA/AS Degree, 32 College Credit Hours, or passing the Praxis  
Experience working with students preferred**

**Demonstrated interest in and aptitude for work to be performed**

**REPORTS TO: Behavior Specialist and Special Education Case Manager**

**JOB GOAL: To assist children with significant behavioral challenges by providing opportunities to be successful, under the guidance of the Behavioral Specialist, Case Manager and the site administrator.**

**JOB RELATED FUNCTIONS:**

Directed activities shall include but are not limited to the following:

1. Work 1:1 or in small groups with students with challenging behavior to implement research based behavioral interventions as assigned by the Behavior Specialist in collaboration with the Case Manager and the site Principal.
2. Assist in maintaining a safe and caring environment.
3. Guide independent study, enrichment work and remedial work developed and assigned by the teacher.
4. Teach emotional regulation strategies prior to behavioral escalation and prompt students to use strategies during escalation
5. Collaborate with professionals such as behavior specialist, school counselors and school psychologist, principals and teachers to support students with behavioral needs
6. Create visual supports for use within learning environments
7. Assist behavior specialist in collecting and summarizing behavioral data
8. Conduct basic behavioral assessments under the guidance of the behavior specialist
9. Identify reinforcers and use reinforcement as part of a behavior plan
10. Implement behavior plans and crisis/emergency procedures according to protocol
11. Effectively apply research based behavioral strategies with guidance and model these strategies in the learning environment
12. Organize and direct daily schedule based on student needs
13. May be responsible for Medicaid billing
14. Maintain student, employee and school confidentiality.
15. Perform other duties that may be assigned by the supervisor.

**TERMS OF EMPLOYMENT:** This position shall be considered in all respects "employment at will." The employment period (work year) and other descriptions and terms set forth in this job description shall not create a property right in the employee and such are set forth only to advise the employee of when and what type of services will be required by the District so long as employment continues.

An employee working in this position shall at all times be subject to the direction of the Superintendent or his/her designee(s) and at all times shall be subject to the rules, regulations and policies of the District as established by the Board of Trustees. Each employee shall be held responsible for having knowledge of said school district rules, regulations and policies which are in writing and made available to the employee at the building principal's office and the District Administration Office.

The employment period (work year) shall be set by the Superintendent or his/her designee(s). The salary shall be determined each year by the Board of Trustees on recommendation of the Superintendent.

**EVALUATION:** Performance of this job will be evaluated periodically by the immediate supervisor (Special Education Case Manager) in conjunction with the Behavior Specialist in accordance with District policy.

Post Falls School District is an Equal Opportunity Employer and does not discriminate or deny any services on the basis of age, race, religion, color, national origin, sex and/or disability.