



## **Behavior Specialist - Special Education**

**Department:** Special Education

**Contract:** 186 Days

**Supervisor:** Building Principal; Spec Ed Supervisor

**Status:** Exempt

### **Position Overview & Responsibilities**

The Behavior Specialist for district special education programs plays a vital role in providing a consistent, safe environment conducive to learning. In this role, one helps lead, model, and encourage respect, communication, and competency through the development and implementation of positive behavior interventions, the reinforcement of positive behaviors, and use of de-escalation techniques. Professionalism, empathy, and a non-judgmental approach are essential when working with students receiving special education services to ensure their safety and growth and in order to help them understand and exhibit appropriate behaviors at school and in the community. The Behavior Specialist will be stepping into a team environment daily, where collaboration, communication, and adaptability are key to the success of the student and the team.

- Responsible to intervene and model effective behavioral interventions with special education students, analyze behavior from a functional perspective, and develop positive interventions.
- Implement positive behavior interventions and constructive classroom management techniques to facilitate student progress: reinforcing positive behaviors, utilizing de-escalation techniques, and redirecting inappropriate behaviors.
- Design and oversee implementation of situational appropriate crisis prevention and intervention plans. May be required to use restrictive procedures.
- Consult, communicate, and work cooperatively with teams to provide appropriate programming for students and maintain a positive work environment for all.
- Assist and participate with the Child Study Team in conducting functional behavior assessments and in the development of behavior support plans. Conduct student observations in order to evaluate students' strengths and weaknesses.
- Evaluate the effectiveness of behavior support plans and develop crisis intervention plans as necessary.
- Provide training to staff related to behavioral recommendations. Participate in providing staff development activities for staff to improve their skills in behavior management strategies.



- Provide consultation to parents regarding positive behavior management plans and practices.
- Utilize data to inform programming decisions and planning for student success.
- Use flexible thinking and adaptability to address student needs and respond calmly during crisis situations, when necessary.
- Maintain required student records and complete all district and state reporting requirements.
- Understand and be able to implement due process guidelines following state and federal rules, regulations, and District policies including applicable deadlines.
- Attend meetings, workshops, and training as directed by the supervisor.
- Perform other related duties as assigned.

### **Requirements & Qualifications**

Bachelor's degree in education and required teaching certificate in Special Education as required by the State of Minnesota, specific content knowledge, training, or job experience required before appointment, and successful student teaching. ABS or EBD licensure required, dual licensure in ASD preferred.

Experience consulting and implementing positive behavior interventions and supports. Willingness and ability to work with students receiving a high-level of special education services. Skills in data collection, progress monitoring, and communicating with parents and other team members. Willingness to complete training in crisis prevention management and implement restrictive procedures. Excellent oral, written, and interpersonal communication with staff, students, and parents that is maintained during high-stress and crisis situations.

### **Physical Demands**

- Ability to lift up to 50 pounds of weight and up to adult-size body weight with two-to-three-person lift.
- Occasionally requires sitting, stooping, kneeling, and crouching.
- Ability to tolerate sudden jarring movement.
- Work occasionally requires exposure to outdoor weather conditions and exposure to blood borne pathogens and may require wearing of personal protective equipment.



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## **Work Environment**

Office within the Special Education Department. District-wide position. Must be able to travel between buildings.

## **Equal Employment Opportunity Employer**

The St. Michael-Albertville School District is an equal employment opportunity employer who applies veteran's preference during hiring in accordance with applicable laws and district policy. The STMA District does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, marital status, sex, status with regard to public assistance, disability, sexual orientation, age, family care leave status, or veteran status.