



# CLASSIFIED

## BEHAVIOR SUPPORT

**JOB TITLE:**  
Technician  
Exempt  
of Special Education  
**LOCATION:**  
Services

Behavior Support  
**FLSA STATUS:** Non-  
**REPORTS TO:** Director  
**PAY GRADE:** CLS 14  
Education Support  
**DAYS:** 192

**JOB ID & DATE:**

CLS-52 | September 2023

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### JOB PURPOSE SUMMARY

The Behavior Support Technician plays a crucial role in supporting students with behavioral challenges within the school district, aligning their efforts with the Multi-Tiered System of Supports (MTSS) strategies. This position is responsible for implementing behavior intervention plans and strategies to promote a positive and inclusive learning environment while adhering to the principles of MTSS.

### REQUIREMENTS

#### Education Level Details

A Bachelor's degree in Psychology, Education, Social Work, or a related field is preferred. However, candidates with relevant experience or an Associate's degree in a related field will also be considered.

#### Certification Requirements

Certification in Applied Behavior Analysis (ABA) is highly desirable.  
CPR and First Aid certification preferred but not mandatory.

#### Work Experience Required

Previous experience working with students with behavioral challenges or special needs is preferred.  
Experience with behavior management techniques and strategies is a plus.  
Experience working in an educational setting is advantageous.

#### Other Skills and Abilities Required

Strong communication and interpersonal skills to collaborate with students, teachers, parents, and other school staff effectively.  
Ability to remain calm under pressure and handle challenging situations with empathy and professionalism.  
Knowledge of ABA principles and behavior intervention strategies.  
Proficiency in data collection and analysis.  
Patience, empathy, and a genuine passion for working with students with behavioral challenges.  
Flexibility and adaptability to meet the unique needs of each student.

### KEY FUNCTIONS, ESSENTIAL DUTIES AND RESPONSIBILITIES

#### Essential Duties

- Collaborate with the MTSS team to align behavior intervention plans and strategies with the three-tiered MTSS framework, ensuring a comprehensive and tiered approach to support.
- Implement behavior intervention plans (BIPs) for individual students to address challenging behaviors and promote positive alternatives.
- Collect and maintain accurate and detailed data on student behavior, progress, and response to interventions.
- Collaborate with teachers, special education staff, and parents within the MTSS framework to develop and implement effective behavior support strategies tailored to each student's tiered level of need.
- Conduct behavioral assessments and observations to identify triggers and patterns of behavior.
- Assist in managing crisis situations, ensuring the safety of students and staff while following established protocols.
- Monitor and track student progress, adjusting interventions as necessary to promote positive outcomes.
- Provide training and support to school staff on behavior management techniques and strategies.
- Communication: Communicate regularly with parents and guardians to provide updates on student progress and collaborate on behavior support strategies.

#### Professional Standards

- Participates in training sessions, faculty meetings, and special events, as required.
- Maintains confidentiality.
- Follows district safety protocols and emergency procedures.
- Performs other job-related duties as assigned by the campus principal and/or supervisor.
- Duties require collaboration and teamwork with school administration, colleagues, and central office personnel.

#### Other

- Assist in the campus office as needed.

### **SUPERVISORY RESPONSIBILITIES**

None

### **PHYSICAL REQUIREMENTS/WORKING CONDITIONS**

**Environment:** The work environment characteristics and physical demands described are representative of those an employee encounters while performing the essential functions of this job.

Work is performed in classrooms, offices, work stations, hallways, parking lots, sporting fields, roads, playgrounds, gymnasiums, and other locations students and or parents may gather. Ability to work from a remote location in the event of a district shut-down. Required to work some evenings and weekends.

**Physical:** The position requires walking, standing, sitting, bending, and stooping. The employee is regularly required to use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; and talk or hear. Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus. May work prolonged or irregular hours and must be able to maintain emotional control under stress. Must be able to lift 40 lbs.

This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

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Employee Printed Name: \_\_\_\_\_ Employee ID Number: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_