

The Behavior Intervention Specialist (BIS) provides support for students in a variety of classroom environments (General Education Classrooms, Self-Contained Classrooms, Resource Classrooms, Preschool Classrooms) as needed and assigned by the ESS Behavior Intervention Teacher Specialists (BITS). The Behavior Intervention Specialist performs a variety of duties, including providing positive behavioral interventions and support, collecting behavioral data, and providing close supervision of students. The Behavior Intervention Specialist is a support staff leader on the team, collaborating and offering recommendations for student success.

Chain of Command

The Behavior Intervention Specialist works under the supervision of the Behavior Intervention Teacher Specialists and reports to the Principal of the school.

Competencies of the Behavior Intervention Specialist (BIS)

- Strong written and verbal communications skills
- Strong organizational and time management skills
- Computer skills including Outlook and Microsoft Office
- Flexible team player who is time and task oriented
- Patient and student-centered
- Ability to remain calm during heightened and stressful situations
- Strong interpersonal skills
- Ability to work independently and coordinate multiple tasks simultaneously
- Ability to exercise reasonable judgment and maintain confidentiality

Essential Duties of the Behavior Intervention Specialist (BIS)

- Collaborates with school teams (District personnel, School Administrators, Teachers, Support Staff) to provide instructional and behavioral services and supports for students.
- Demonstrates and instructs instructional assistants in the implementation of behavioral strategies through modeling and/or shadowing techniques.
- Assists certificated staff in the implementation of behavioral strategies.
- Implements Tiers 2 and 3 targeted behavioral supports and interventions (Behavior Support Plans) for specific students.
- Implements behavior strategies and program modifications in accordance with a student's Individualized Education Program (IEP).
- Instructs small groups of students using adopted intervention programs.
- Monitors student progress through regular data collection and shares insights regarding student behavior with the school team.
- Utilizes proactive behavior supports to assist in maintaining a safe environment for all.
- Assists with planning and preparing of materials to support communication and behavioral needs (i.e., visuals, token charts, data collection tools).
- Reinforces expected student behaviors.
- Facilitates positive social interactions among students.
- Attends professional development opportunities.
- Other duties as assigned by the Behavior Intervention Teacher Specialist and/or School Principal.

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.

- Dexterity of hands and fingers to operate standard office and classroom equipment.
- Hearing and speaking to exchange information.
- Seeing to read a variety of materials and monitor student activities.
- Reaching overhead and above shoulders to access materials.
- Sitting or standing for extended periods of time.
- Lifting, carrying, pushing or pulling objects up to 50 pounds; occasional lifting, carrying, pushing or pulling heavy objects up to 75 pounds with assistance.
- Bending at the waist, kneeling or crouching to assist students.
- Walking to and from designated locations.

Minimum Qualifications

High School Diploma or GED

Associates Degree OR 60 higher education credit hours OR a qualifying score on a state recognized paraprofessional exam may be required.

Preferred Qualifications

Two (2) or more years of successful experience as a paraprofessional

Date Revised

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