



Special Education Behavior Specialist

Purpose Statement

The Special Education Behavior Specialist works directly with teachers and paraprofessionals to provide classroom-based modeling, coaching, and student-specific interventions. This role includes facilitating teacher inquiry and related professional development, working intensively with students who have significant challenges in their current educational settings, and addressing individual student behavioral and emotional needs.

Supervisory Relationship

Reports to: Special Education Director/Special Education Coordinator

Essential Functions

- **Conduct Assessments:** Conduct various assessments related to behavioral programming.
- **Facilitate Team Processes:** Lead the team in functional behavior assessment and behavior intervention plan development.
- **Implementation Support:** Assist in the implementation of behavioral, instructional support plans, and crisis plans; monitor and report student behavior and performance; provide support and assistance to classroom staff; and perform clerical duties as assigned.
- **Instructional Program Support:** Support instructional programs for students struggling with self-regulation; assist teachers and staff in developing and implementing programs and materials to enhance learning experiences; implement individualized instructional programs for students with behavior concerns; prepare materials; support transitions into general education settings; collect progress data; consult with student teams.
- **Crisis Intervention:** Complete and maintain Crisis Prevention Intervention (CPI) certification; assist in developing and administering educational programs for behaviorally, emotionally, and/or academically challenged students.
- **Collaboration:** Work collaboratively with building staff, parents, outside agencies, and district personnel.
- **Behavioral Expertise:** Demonstrate excellence in addressing behavior antecedents, consequences, triggers, and positive behavioral supports.
- **Research-Based Practices:** Apply research-based instructional practices related to behavior management.
- **Problem Solving:** Utilize excellent problem-solving skills.
- **Data Utilization:** Collect and use data to inform instructional decisions.
- **Communication:** Communicate effectively with parents and professionals both in writing and verbally.
- **Interpersonal Skills:** Possess excellent interpersonal and teaming skills.
- **Organization and Follow-Through:** Demonstrate excellent organizational skills, self-motivation, and follow-through.
- **Crisis Management:** Handle emotionally charged situations and intervene in crisis situations.
- **Training:** Train others to apply effective behavior management techniques.
- **Consultation:** Consult with Special Education staff and administration on individual student behavior issues, positive behavior supports and interventions, data collection, direct observation of students, fidelity checks, and follow-up on suggested strategies and interventions.
- **Adherence to Policies:** Follow school policies and procedures.
- **Attendance:** This position requires prompt and consistent attendance.
- **Other Duties:** Perform other related duties as assigned to support the effective operation of the work unit.

Job Requirements: Minimum Qualifications

Skills

- Strong collaboration and communication skills.
- Ability to develop and implement behavior intervention plans.
- Proficiency in data collection and analysis to monitor student progress.

Knowledge

- Understanding of behavior management strategies and academic intervention techniques.
- Familiarity with special education processes and regulations.
- Knowledge of child development and effective instructional practices.

Abilities

- Work effectively with a diverse group of students and staff.
- Adapt to changing work priorities and maintain confidentiality.
- Manage multiple tasks and maintain detailed records.

Responsibility

Provide information and support to teachers, staff, and parents. Collaborate with a multidisciplinary team to support student success. Have a continual impact on the organization's services.

Work Environment

Ability to perform job functions that require physical activities such as standing, walking, and sitting for extended periods. Capacity to manage the physical demands of working with children, including stooping, kneeling, and crouching. Primarily indoor work in a school setting with exposure to standard classroom and school conditions.

Experience

Experience working in education, school counseling, special education, school social work, or a related field is preferred.

Education

Bachelor's degree

Certificates and Licenses

Current ND License in at least one of the following: K-12, special education teaching, school social worker, school psychologist, guidance counselor, elementary education, or Board-Certified Behavior Analysis. Maintain Crisis Prevention Intervention (CPI) certification.

Continuing Education/Training

Participate in ongoing training and professional development as required.

Maintain Certificates and/or Licenses

Clearances

Criminal Justice Fingerprint/Background Clearance

FLSA Status

Exempt

Salary Grade

PM

Bismarck Public Schools prohibits discrimination and harassment based on a student's, parent's, guardian's, or employee's race, color, religion, sex, gender identity, national origin, ancestry, disability, age, or other status protected by law. The District also provides equal access to the Boy Scouts and other designated youth groups, as required by federal law.