

SCHOOL DISTRICT OF BRADFORD COUNTY

JOB DESCRIPTION

Behavior Support Coach

REQUIRED QUALIFICATIONS:

1. Knowledge or experience in programming or planning for the educational and behavioral needs of students with or at risk of emotional or behavioral disability.
2. Currently possess or eligibility to receive a valid Florida Educator's Certificate in a child related field (i.e., Exceptional Student Education, Guidance and Counseling, Psychology).
3. Three (3) years of experience teaching or working with students with autism or emotional/behavioral difficulties.
4. Current certification in Safe Crisis Management.
5. Effective interpersonal skills.

Desired Qualifications:

1. Master's degree in Special Education, Behavior, or a related field
2. Florida Educator Certificate endorsement in autism.
3. Strong verbal and written communication skills.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of positive behavioral interventions and procedures used in working with student populations that include students in general education programs and students participating in Exceptional Student Education services. Ability to relate and communicate effectively with students, teachers, and parents. Ability to identify antecedents to behaviors. Ability to communicate orally and in writing in order to train and facilitate positive behavior interventions. Ability to cooperate and work as a member of a team.

REPORTS TO:

ESE Director or designee

JOB GOAL:

The Exceptional Student Education Behavioral Support Coach is directly responsible to the Principal or Director of Exceptional Student Education (ESE). He/she provides positive behavioral support at designated school sites. The Behavioral Site Coach serves in a staff relationship with ESE specialists and ESE teachers.

SUPERVISES: N/A

PERFORMANCE RESPONSIBILITIES:

1. Provides assistance to ESE and general education teachers in identifying and implementing positive behavioral interventions and crisis prevention strategies for ESE students.
2. Identify antecedents to behavior by observing and analyzing the events, situations, or stimuli that occur immediately before a particular behavior occurs.
3. Provides professional development and assistance in implementing positive behavioral strategies and social skills.
4. Conducts demonstration lessons and provides coaching to staff serving students with behavioral difficulties.
5. Assists in training teachers and staff regarding ESE procedures and documentation requirements, including functional behavior assessments and positive behavior intervention plans.
6. Supports implementation of effective behavioral interventions and attends Individual Education Plan (IEP) meetings as necessary.
7. Serves as the liaison between district staff, principals, teachers, and outside agencies serving ESE students.
8. Maintains Safe Crisis Management certification and is knowledgeable of district reporting policies for incidents of restraint and seclusion.
9. Attends required training in behavior support best practices, including the monthly BSC meeting, and disseminates the learned information to school based personnel including teachers, assistants, and administration.
10. Communicates and supports the implementation of ESE policies and procedures to school-based staff.
11. Performs other such tasks and assumes other duties as the Director of Exceptional Education (ESE) may assign.

PHYSICAL REQUIREMENTS:

Light Work: Exerting up to 20 pounds of force occasionally, and /or up to 10 pounds of force as frequently as needed to move objects.

TERMS OF EMPLOYMENT:

Salary and benefits shall be paid consistent with the District's approved instructional compensation plan. Length of the work year and hours of employment shall be those established by the Board.

EVALUATION:

Performance of this job will be evaluated in accordance with the provisions of the school district's Performance Evaluation System for Instructional Personnel.

JOB DESCRIPTION SUPPLEMENT: 03

Bargaining Unit Eligibility: Yes

SALARY SCHEDULE: Instructional Personnel

FSLA: Exempt

Board Approved: 05/13/24