



Richmond County Schools

Dr. Joe Ferrell, Superintendent
118 Vance Street, Hamlet, North Carolina 28345
Phone: 910-582-5860

POSITION:

BEHAVIOR SPECIALIST

REPORTS TO:

Principal

JOB DESCRIPTION:

The Behavior Modification Specialist plays a vital role in fostering a positive, respectful, and structured learning environment for students. This position is responsible for implementing behavior management strategies, supporting students in developing self-discipline, and collaborating with staff and families to ensure student success. The ideal candidate will demonstrate professionalism, empathy, and commitment to student growth and well-being.

QUALIFICATIONS:

- High School Diploma required

JOB FUNCTIONS AND RESPONSIBILITIES:

- Establish high standards and expectations for all students to accept responsibility for behavior.
- Supervise students and consistently administer rules regarding student behavior during detention.
- Inform students of rules and expectations.
- Assist students as needed with homework or instructional assignments.
- Use effective presentation skills when employing direct instruction, including appropriate vocabulary and examples, clear and legible visuals, and articulate and audible speech.

- Effectively communicate professionally with students, parents, and colleagues
- Provide a nurturing, supportive, and positive classroom climate that encourages student responsibility, using positive motivation, clear classroom routines, challenging instructional strategies, and effective classroom management techniques.
- Discipline students in a fair and consistent manner, using school approved procedures.
- Seek assistance from the parents and the administration when needed.
- Establish a professional rapport with students that earn their respect.
- Plan and adjust the learning experiences, accordingly, requesting advice and assistance from administration when appropriate.
- Assume responsibility for all students within the school, beyond those specifically assigned, supervising in a fair and constructive manner to ensure the safety and well-being of all students.
- Ensure the safety and health of all students, notifying the administration of any unsafe conditions, following established procedures.
- Serve as a role model for students, dressing professionally, demonstrating the importance and relevance of learning, accepting responsibility, and demonstrating pride in the honorable profession of teaching.
- Maintain positive, cooperative, and mutually supportive relationships with the administration, instructional staff, students, parents, and representatives of resource agencies within the community.
- Attend required staff meetings and serve, as appropriate, on staff committees.
- Perform any duties that are within the scope of employment and certifications, as assigned by the principal and assigned supervisor, and not otherwise prohibited by law or regulation.

WORKING ENVIRONMENT:

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling; and significant fine finger dexterity. Work in this classification is considered light physical work requiring the exertion of up to 20 pounds of force occasionally and a negligible amount of force frequently or constantly to move objects. Generally, the job requires sitting, walking, and standing. This job is performed in a generally clean and healthy environment.

Employment will require extensive background check.