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**Job Title:** Behavioral Lead (multi-school special education paraprofessional)

**Supervisor:** District Coordinator (in collaboration with Behavioral Coach)

**Terms of Employment:** 185 days

**Job Summary:**

To support and provide, as appropriate, the provision of intensive behavioral support for eligible students with disabilities.

**Essential Duties:**

1. Monitor the implementation of individual intensive behavioral supports and strategies programs under the direction of the Behavioral Coach.
2. Observe, evaluate, and provide feedback (i.e. on the job training) to school staff regarding the implementation of intensive behavioral supports and strategies under the direction of the Behavioral Coach.
3. Conduct observations in the classroom to provide support to school staff implementing Individual EPs, BIPs, and/or ABA interventions designed by Behavioral Coach.
4. Model the use of evidenced-based practices, provide immediate feedback to staff, and continue this process until staff is able to demonstrate practices, independently, with fidelity.
5. Create programming materials to support teachers and students under the direction of the Behavioral Coach.
6. Provide accurate and valid data collection for students under the direction of the Behavioral Coach, when requested.
7. Assist the Behavioral Coach with analyzing data and collaborating with Team Lead for developing summaries of data collection.
8. Assist Behavioral Coach with staff development.
9. Participate in staff development, as requested.
10. Complete all required documentation pertaining to job responsibilities.

**Other Duties:**

Performs other duties and assumes other responsibilities, as assigned.



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### **Job Specifications:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Performance of this position will be evaluated in accordance with provisions of the Board's policy on the evaluation of Classified Personnel.

### **Minimum Qualifications (Knowledge, Skills and Abilities Required):**

1. Associate Degree or 60 College credit hours, or ESSA or WIN
2. Prior work experience in working with students with autism.
3. Minimum three years work experience working with students with disabilities.
4. Knowledge of best practices and proven effective teaching for students with autism.
5. Such alternatives to the above qualifications as the Board may find appropriate and acceptable.

### **Preferred Qualifications**

1. Bachelor's Degree in education or a related field
2. Experience in providing intensive behavioral strategies and supports from primary, including preschool, to high school grade levels working with students on the autism spectrum with intense to less severe needs.
3. Registered Behavior Technician (RBT) Certification

### **Physical Requirements:**

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. While performing the duties of this job, the employee is regularly required to stand and reach with hands and arms; walk; sit; stoop or kneel; crouch or crawl.

#### **Additional physical requirements include the following:**

- Physically capable of frequently lifting or moving up to 40 pounds;
- Specific vision requirements include close vision, distance vision, color vision, peripheral vision, depth perception and the ability to focus;
- Ability to sit and stand for extended periods of time;
- Ability to climb ladders



- Manual dexterity for the purpose of using a telephone and data entry;
- Read a computer screen and printed material with or without vision aids;
- Hear and understand speech at normal levels and on the telephone; and
- Speak in audible tones so that others may understand clearly in person and on the telephone.

**Work Environment:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Pay Grade:** 106

Please click [here](#) for salary scales.

*This job description in no way states or implies that these are the only duties to be performed by this employee. The employee will be required to follow any other instructions and to perform any other related duties as assigned by the appropriate administrator or supervisor. Horry County Schools reserves the right to update, revise or change this job description and related duties at any time without prior notice.*

*Revised 1-9-2026*