

Academic and Behavior Intervention Specialist

Purpose Statement

The Academic and Behavior Intervention Specialist collaborates with teachers, specialists, and other staff to deliver academic and behavior intervention services to students. The goal is to address inappropriate behaviors, enhance academic success, and develop effective behavior change strategies.

Supervisory Relationship

Reports to: Principal

Essential Functions

- **Collaborate with Staff:** Work with teachers, social workers, counselors, special education specialists, and other staff to develop and implement intervention plans. Provide classroom and school-wide intervention planning focused on reducing problem behaviors and increasing appropriate behaviors. Participate in team meetings to discuss student progress and adjust intervention strategies as needed.
- **Deliver Interventions:** Implement behavior change strategies based on functional behavior assessments. Provide direct academic and behavioral support to students, both individually and in groups. Develop and use positive behavior support plans and academic intervention strategies.
- **Monitor and Evaluate:** Track and document student progress and the effectiveness of interventions. Adjust intervention plans based on data and feedback. Prepare reports on student progress for teachers, parents, and administrators.
- **Professional Development:** Attend professional development sessions to stay current with best practices in academic and behavior intervention. Share knowledge and strategies with school staff through in-service training and professional development sessions.
- **Communication:** Maintain open lines of communication with parents, guardians, and external agencies regarding student progress and needs. Provide guidance and support to teachers and staff in implementing behavior and academic interventions.
- **Adhere to School Policies:** Follow school policies and procedures.
- **Attendance:** This position requires prompt and consistent attendance.
- **Perform Other Duties:** Perform other 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. 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

Valid ND teaching certificate, licensed social worker, or a two-year degree with experience working with children.

Certificates and Licenses

Maintains Certificates and/or Licenses

Continuing Education/Training

Participate in ongoing training and professional development as required

Clearances

Criminal justice fingerprint/background clearance

FLSA Status

Exempt

Salary Grade

Teacher Salary Schedule, depending on qualifications

The Bismarck Public School District does not discriminate on the basis of race, color, religion, national origin, ancestry, sex, disability, age, or other status protected by law in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. BPS administrative policy AAC (Nondiscrimination and Anti-Harassment) and regulations AAC-AR1 (Discrimination and Harassment Grievance Procedure) and AAC-AR2 (Title IX Sexual Harassment Grievance Procedure) may be reviewed online at <https://www.bismarckschools.org/school-board/district-administrative-policies>. The following person has been designated to handle inquiries regarding the non-discrimination policies and grievance procedures: Stacey Geiger, Human Resource Director/Title IX Coordinator/Section 504 Coordinator 128 Soo Line Drive, Bismarck, ND 58501 Telephone number: (701) 323-4070.