



Behavior Specialist

Purpose Statement

The Behavior Specialist plays a pivotal role in fostering a positive and inclusive school environment by developing, implementing, and overseeing behavior management programs. This position combines expertise in behavioral interventions with leadership responsibilities similar to those of an assistant principal, focusing on student discipline, restorative practices, and collaboration with staff, students, and families to promote a safe and conducive learning atmosphere.

Supervisory Relationship

Reports to: Principal or Assistant Principal

Essential Functions

- **Behavioral Intervention and Support:**
 - Implement and support school-wide behavior intervention plans aligned with Positive Behavioral Interventions and Supports (PBIS) frameworks.
 - Assist in FBA process, BIP creation, and fidelity.
 - Support teachers on effective classroom management strategies and behavioral interventions.
- **Disciplinary Leadership:**
 - Support student discipline procedures ensuring consistency with school policies and legal guidelines.
 - Collaborate with building administration to address serious disciplinary incidents.
 - Support IEP meetings as LEA, when building principal is not available.
- **Student Support:**
 - Support initiatives that promote social-emotional learning and positive school culture.
- **Staff Collaboration and Training:**
 - Support professional development for staff on behavior management and de-escalation techniques.
 - Serve as a resource and advisor to teachers and support staff in managing classroom behaviors effectively.
 - Participate in multidisciplinary teams to support student success.
- **Data Management and Reporting:**
 - collect and analyze data to monitor the effectiveness of intervention strategies.
- **Supervision and Evaluation:**
 - Assist in the supervision of support staff involved in behavior management programs.
- **Crisis Intervention and Support:**
 - Lead the response to behavioral crises, ensuring the safety and well-being of all students and staff.
 - Develop and implement crisis intervention plans in collaboration with school counselors, social worker, and psychologists.
- Adhere to school policies and procedures.
- This position requires prompt and consistent attendance.
- Perform other duties as assigned to support the effective operation of the work unit.

Job Requirements: Minimum Qualifications

Skills

- Strong communication, leadership, collaboration, and interpersonal skills.
- Ability to support staff and lead behavior intervention initiatives.

Knowledge

- Strong understanding of behavior intervention principles, PBIS, and legal aspects of student discipline.
- Familiarity with special education regulations and processes.

Abilities

- Respond effectively in crisis situations.
- Work with diverse student populations and needs.
- Manage multiple responsibilities and use data for informed decision-making.
- Maintain confidentiality and professionalism at all times.

Responsibility

Provide guidance, training, and support to staff; ensure consistent implementation of behavioral expectations and interventions; lead crisis response; and collaborate with staff and families to support student behavioral success.

Work Environment

This is a full-time position based in a school environment. Duties may require standing, walking, and responding to student needs throughout the day. Flexibility to attend meetings and school events outside of regular hours is expected. Occasional travel for professional development or district responsibilities may be necessary.

Experience

Minimum of three years of experience in educational settings, with a focus on behavior management and student support

Education

Bachelor's degree in Education, Psychology, Counseling, or a related field is required
Master's degree preferred

Certificates and Licenses

Criminal Justice Fingerprint/Background Clearance

Continuing Education/Training

Participation in ongoing professional development and training as required by the district

Clearances

Criminal Justice Fingerprint/Background Clearance

FLSA Status

Exempt

Salary Grade

Teacher Salary Schedule

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.