PINELLAS COUNTY SCHOOL DISTRICT, FLORIDA

PCSB: 2202 FLSA: Exempt
Instructional

BEHAVIOR SPECIALIST

MINIMUM QUALIFICATIONS

Bachelor's degree from an accredited college or university in Education. Certification in Exceptional Student Education. Minimum of three (3) years of successful classroom teaching, preferably with students with disabilities and/or related experience in exceptional student education. Proof of extensive behavior management experience (e.g., previous experience, college coursework, continuing education, and in-service records). Experience working with students with autism and emotional and behavioral disabilities. Completion of crisis prevention training within six (6) months of assignment.

PREFERRED:
Master's degree from an accredited college or university in education with certification in Exceptional Student Education. Coursework in applied behavior analysis.

MAJOR FUNCTION

Establishes principles of behavior change procedures based on principles of applied behavior analysis. Conducts and facilitates Functional Behavior Assessments and implements Positive Behavior Intervention Plans. Establishes specific behavior management programs for students as needed. Consults with school personnel, parents, and others regarding behavior strategies. Functions in the areas of behavior management and crisis prevention and reports to the school principal.

ESSENTIAL RESPONSIBILITIES

- Provides behavioral and crisis prevention for students.
- Develops and supports building-based behavior management procedures in collaboration with school administration and support teams.
- Conducts Functional Behavior Assessments, develops Positive Behavior Intervention Plans for students exhibiting significant behavior, and assists in creating data collection tools.
- Develops and provides intensive one-to-one interventions for individual students, when necessary, to reduce inappropriate behaviors.
- Assists with selecting the most appropriate data collection system, teaching strategies, and criteria for the successful attainment of program objectives as they relate to behavior.
- Advises classroom teachers on applying behavior management principles to classroom organization, physical environmental factors, programming, behavioral and instructional practices, and general student management.
- Provides professional development to school staff on intervention strategies, general behavior management techniques, and crisis prevention as needed.
- Follows behavior management principles and discipline guidelines established by district policy.
- Establishes specific behavior management goals in conjunction with the teacher for Individual Education Plans' social-emotional goal development.
- Provides social skills instruction to students using research-based methodologies and approved district curricula.
- Participates in the crisis prevention component adopted by the school district.
- Provides coaching and support to teachers and staff in the implementation and modeling of behavior strategies, data collection tools, intensive behavioral interventions, program implementation, and crisis prevention techniques.
- Collaborates with school personnel, agencies, and families to coordinate individualized ESE services to meet students' needs.
- Completes all reporting requirements as mandated by the district, state, federal, and educational agencies (e.g., restraint and seclusion, assessments, behavioral data).

ESSENTIAL RESPONSIBILITIES (CONTINUED)
• Creates data collection tools to progress-monitor student behavior. Summarizes, graphs, and analyzes data to determine the student's response to intervention and intervention modification. • Supports the School-Based Leadership Team with the implementation of Problem-Solving Response to Intervention for Behavior and overall positive behavior supports for the school. • Performs other related duties as assigned.
TERMS OF EMPLOYMENT
Salary and benefits will be paid consistent with the district's approved compensation plan. The district shall establish the length of the work year and hours of employment. *Performance of the job will be evaluated in accordance with the provisions of the school board's policy on evaluation of personnel.* *The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities and duties required of those in this classification.*
HISTORY OF JOB CLASSIFICATION
ISSUED: 1986 ESE; FORMAT REVISED: 1/89; REVISED: 5/94 DLH; REVISED (MQ'S): 9/94 PBL; REVISED FORMAT & WORKING COND.: 4/04 AK.: REVISED: FORMAT, MQ, MF, ER; 07/09/17 CH; BOARD APPROVED: 07/25/17; REVISED: MQ, MF, ER 06/01/26 SL; BOARD APPROVED: 07/14/26

BEHAVIOR SPECIALIST

WORKING CONDITIONS & PHYSICAL EFFORT:	Seldom Or Never	Monthly	Weekly	Daily	Hourly
1. Lift objects weighing up to 20 pounds	X				
2. Lift objects weighing 21 to 50 pounds	X				
3. Lift objects weighing 51 to 100 pounds	X				
4. Lift objects weighing more than 100 pounds	X				
5. Carry objects weighing up to 20 pounds	X				
6. Carry objects weighing 21 to 50 pounds	X				
7. Carry objects weighing 51 to 100 pounds	X				
8. Carry objects weighing 100 pounds or more	X				
9. Standing up to one hour at a time				X	
10. Standing up to two hours at a time				X	
11. Standing for more than two hours at a time	X				
12. Stooping and bending		X			
13. Ability to reach and grasp objects					X
14. Manual dexterity or fine motor skills					X
15. Color vision, the ability to identify and distinguish colors				X	
16. Ability to communicate orally					X
17. Ability to hear					X
18. Pushing or pulling carts or other such objects		X			
19. Proofreading and checking documents for accuracy					X
20. Using a computer to enter and transform words or data					X
21. Using various technology tools					X
22. Working in a normal office environment with few physical discomforts					X
23. Working in an area that is somewhat uncomfortable due to drafts, noise, temperature variation, or other conditions	X				
24. Working in an area that is very uncomfortable due to extreme temperature, noise levels, or other conditions	X				
25. Working with equipment or performing procedures where carelessness would probably result in minor cuts, bruises or muscle pulls	X				
26. Operating automobile, vehicle, or van	X				
27. Other physical, mental or visual ability required by the job	X				