PINELLAS COUNTY SCHOOL DISTRICT, FLORIDA

PCSB: 2202 FLSA: Exempt
Instructional

BEHAVIOR SPECIALIST, EARLY CHILDHOOD

MINIMUM QUALIFICATIONS

Bachelor's degree from an accredited college or university in Education. Minimum of three (3) years of successful classroom teaching in an early childhood program or related experience in Exceptional Student Education. Demonstrated experience in providing a variety of appropriate behavior management techniques for students from birth to five. Demonstrated experience in counseling techniques, interpersonal skills, and classroom management strategies. Completion of crisis intervention training within six (6) months of assignment.

PREFERRED:
Master's degree from an accredited college or university in Early Childhood and/or certification birth to four (4) years in Pre-K Primary.

MAJOR FUNCTION

Maintains and supports the school-wide behavior management system. Establishes specific behavior management programs for students as needed. Consults with school personnel, parents, and others regarding classroom behavior management. Functions in the areas of behavior management and crisis prevention.

ESSENTIAL RESPONSIBILITIES

- Provides behavioral and crisis prevention for students and teachers.
- Collaborates with school administration and support staff to develop school-wide behavior management procedures.
- Implements intensive, individualized behavioral interventions to reduce challenging behaviors and promote positive student outcomes. Develops, monitors, and evaluates Behavior Intervention Plans (BIPs) aligned with students' needs and data.
- Reviews behavioral and/or instructional programs carried out by classroom staff for effectiveness and assists with program revisions when necessary.
- Assists staff in selecting appropriate data collection methods, evidence-based strategies, and measurable goals to monitor student progress.
- Assists in and models developmentally appropriate social skills lessons within the classroom setting.
- Advises classroom teachers on applying behavior management principles to classroom organization, physical environmental factors, and general student management, if needed.
- Consults with parents about effective behavior management programs and suggests community resources.
- Establishes training in behavior management techniques and crisis prevention as needed.
- Serves on countywide committees to review the Behavior Management Guidelines for Exceptional Students and recommends establishing of county policies, if needed.
- Follows behavior management principles and discipline guidelines established by district policy.
- Collaborates with teachers and Individualized Education Programs (IEP) teams to develop measurable behavioral goals and supports for programs.
- Participates as an active member of the school-based team supporting individual student needs and school-wide behavior systems.

ESSENTIAL RESPONSIBILITIES (CONTINUED)
• Conducts group and individual counseling with students as needed, as part of the behavior interventions. • Participates in the aggression-control training component adopted by the district. • 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: 10/13 LM; BOARD APPROVED: 12/10/13; REVISED: SUPV, MQ, MF, ER 06/01/26 SL; BOARD APPROVED: 07/14/26

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				