PINELLAS COUNTY SCHOOL DISTRICT, FLORIDA

PCSB: 2026 FLSA: Exempt
Instructional

DISTRICT BEHAVIOR SPECIALIST

MINIMUM QUALIFICATIONS

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

PREFERRED:
Master's degree from an accredited college or university in education or related field. Completion of Board Certification for Behavior Analysis (BCBA).

MAJOR FUNCTION

Works collaboratively with schools and educators to implement recognized principles of applied behavior analysis for assessment and the development of behavioral interventions for students. Provides technical behavior assistance and consultation to school personnel in a variety of settings for students pre-kindergarten through extended transition.

ESSENTIAL RESPONSIBILITIES

- Assists school staff in conducting Functional Behavior Assessments and in developing Positive Behavior Intervention Plans for students exhibiting significant behavioral issues.
- Assists teams in problem-solving and provides intensive one-to-one behavioral intervention for individual students.
- Processes referrals for support requests and responds to behavioral support referrals in a timely manner.
- Provides detailed and specific feedback to schools after responding to requests for behavioral support.
- Provides schools with the most appropriate data collection systems, instructional strategies, and criteria for the successful attainment of behavior-related program objectives.
- Collects and analyzes behavioral data to guide decisions regarding individual student supports, classrooms, and schoolwide systems.
- Advises school-based behavior specialists and classroom teachers on applying behavior management principles to classroom organization, physical environmental factors, programming, behavioral and instructional practices, and general student management.
- Consults with staff on appropriate learning strategies and positive behavior interventions to support student access to instruction and to make academic/behavioral progress in the least restrictive environment.
- Supports and communicates behavior management principles, discipline guidelines, and best practices for programming established by district policy.
- Provides ongoing consultation with school-based teams to ensure fidelity of plan implementation and to offer additional recommendations for problem-solving related to response to intervention.
- Develops and delivers training, presentations, and professional development for program specialists, psychologists, behavior specialists, school counselors, social workers, teachers, paraprofessionals, and other staff who implement behavior interventions and programs for students with behavioral needs.
- Participates in and provides professional development related to the crisis prevention program adopted by the school district.
- Coaches behavior specialists, teachers, and support staff in the implementation and modeling of behavior strategies, data collection tools, intensive behavioral interventions, program implementation, and crisis prevention techniques.
- Supports and communicates reporting requirements mandated by the district, state, federal, and educational agencies (e.g., restraint and seclusion, assessments, behavioral data) to school-based staff.
- Support schools in cases requiring intensive, ongoing support and collaboration with outside agencies.
- Travels throughout the district to support schools.
- Performs other related duties as needed.

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: 07/09/17 CH; BOARD APPROVED: 07/25/17; REVISED MQ, ER, 01/10/20 LM; BOARD APPROVED: 02/25/20; REVISED: MQ, MF, ER, WC 06/01/26 SL; BOARD APPROVED: 07/14/26

DISTRICT 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				