GIBBSBORO ELEMENTARY SCHOOL DISTRICT

Grades PS through 8

Mr. Jack Marcellus
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Mrs. Kelly Sommers
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Mr. James Cordery
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Mrs. Kristin Ternowyj, Ed. S., NCSP
Supervisor of Special Services/School Psychologist
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JOB POSTING:

Position: Behavior Support Paraprofessional

Classification: Education Support Personnel

Immediate Supervisor: Supervisor of Special Services

Hiring Specifications: Education High school diploma. 60 college credits and substitute teacher certification a plus.

Specifics: This position works under the direction of the Special Education Supervisor and is responsible for assisting a teacher in providing instruction to individuals or small groups of students with substantial challenges.

This position is also responsible for monitoring, redirecting and modifying student progress regarding inappropriate behaviors and performance, administering intensive behavior intervention programs to identified students, and performing a variety of clerical duties as assigned.

Experience: Experience working with applicable age students who have behavior challenges

- **Experience working with students with special needs**

• De-escalation experience • Successful experience working in an intervention setting as well as the classroom

<u>Skills, Knowledge & Abilities</u>:

• Knowledge of, and ability to implement, de-escalation techniques

• Knowledge of, and ability to implement, behavior management techniques

• Knowledge of intensive behavior intervention techniques

• Knowledge of child guidance principles and practices, especially as they relate to • students with learning disabilities, development delays and autistic behavior

• Knowledge of basic subjects taught in district schools including arithmetic, grammar, spelling, language and reading, including punctuation and vocabulary and ability to assist with instructional and related activities in a learning environment

• Knowledge of safe practices in classroom and playground activities and health regulations

• Ability to monitor and observe student behavior according to approved policies and procedures

• Knowledge of district policies, rules and regulations

• Basic record keeping skills

• Ability to develop rapport and interact effectively with students

• Ability to communicate effectively orally and in writing

• Ability to handle emotionally charged situations

• Ability to interact and collaborate with staff, students and families in a professional manner

• Ability to maintain confidentiality

• Ability to work effectively, cooperatively and respectfully with staff, parents and community members regardless of race, creed, color, gender, sexual orientation, gender identity, ethnic/national origin, religion, marital status, age, socio-economic status or disability

<u>Technology Requirements</u>:

• Basic word processing and spreadsheet skills

• Email management skills

<u>Job Duties</u>:

1. Assists in providing instruction to behaviorally challenged individuals or small groups of students, reinforcing instruction as directed by the teacher.

2. Administers one-to-one intensive behavior intervention to students.

3. Actively participates in behavior intervention meetings and professional development.

4. Collects data and records anecdotal student progress notes and maintains behavioral charting data.

5. Monitors and assists students in prescribed learning activities.

6. Monitors, observes and reports behavior of students according to approved procedures, including progress regarding student performance and behavior.

7. Assists students and parents by providing proper examples, emotional support and general guidance as directed.

8. Communicates with teachers regarding programs and materials to meet student needs.

9. Follows health and safety practices and regulations.

10. Assists students in developing self-help and self-advocacy skills as directed. 11. Assists in implementing specialized student plans (IEP, BIP, 504, HIP), as needed.

12. Supports Positive Behavior Intervention System (PBIS) initiatives.

13. Directs student group activities as assigned.

14. Provides assistance with de-escalating student behaviors and reintegration back into the classroom.

15. Follows Board policies, district procedures and contractual obligations.

16. Completes other duties as assigned.

<u>Additional Physical Requirements:</u>

• Ability to provide physical care for assigned student(s)

• Ability to perform physical restraint as needed following correct procedures

• Successful completion of post-offer background check

Effective: **November 9, 2026**

Terms: **Salary to be as per negotiated agreement**

Closing Date: **Until filled**

Application Process: **Please submit a cover letter, resume and any other pertinent documents to: apply@gibbsboroschool.org Please use : behavioral aide and your last name in the subject line. ie. behavioraide-Smith**

EOE/AA