

**Job Title:** Interventionist – Behavior Support

**FLSA Exemption Status:** Exempt

**Term:** 200 days

**Preferred Qualifications:**

1. Bachelor's degree in Psychology, Social Work, Special Education, or a related field (Master's degree preferred).
2. Experience working with students with behavioral and emotional challenges.
3. Knowledge of behavior management techniques and interventions (e.g., Applied Behavior Analysis, Restorative Practices, PBIS).
4. Ability to work collaboratively with a multidisciplinary team.
5. Strong communication, problem-solving, and organizational skills.
6. Ability to work with students from diverse backgrounds and needs.

**Job Objectives/Goals:**

1. Reduce the frequency of behavioral incidents for students through implementation of individualized behavior support strategies
2. Design and implement a school-wide positive behavior reinforcement system with clear metrics for success
3. Establish regular communication protocols with all stakeholders, maintaining weekly contact with teachers of supported students
4. Successfully integrate behavior support strategies into participating teachers' classrooms
5. Reduce school-wide behavioral emergencies through proactive intervention and prevention strategies
6. Respond to crisis situations
7. Establish a parent feedback system

**Responsibilities and Essential Functions:**

1. Attend and conduct trainings for teachers and parents
2. Collaborate with classroom teachers to develop and implement positive behavior support strategies, offering coaching and modeling of effective classroom management techniques while ensuring consistency in behavioral interventions across settings.
3. Conduct behavioral assessments and observations to identify students' needs, gathering data through multiple methods including direct observation, teacher consultation, and review of student records. Create detailed behavior intervention plans based on these assessments.
4. Conduct home visits
5. Conference with parents, students, and teachers
6. Maintain accurate documentation of student behavior, interventions, and progress monitoring data. Regularly analyze this data to evaluate intervention effectiveness and make necessary adjustments to support plans.
7. Participate in crisis prevention and intervention, including de-escalation of challenging behaviors and implementation of safety protocols when necessary. Provide immediate response to behavioral emergencies within the school setting.
8. Provide direct support to students experiencing behavioral challenges through individual and small group interventions, implementing evidence-based strategies to improve student behavior and social skills development.
9. Research and implement strategies to support behaviors and emotions
10. Work with students, parents, and teachers to provide behavior, social, and emotional support

**Skills and Abilities Required:**

Specific capacities and abilities may be required of an individual in order to adequately learn or perform a task or job duty.

1. Intelligence: The ability to understand instructions and underlying principles. Ability to reason and make judgments.
2. Verbal: Ability to understand meanings of words and the ideas associated with them.
3. Numerical: Ability to perform arithmetic operations quickly and accurately
4. Data Perception: Ability to understand and interpret information presented in the form of graphs, charts, or tables.

**Physical Demands:**

This job may require lifting of objects that exceed seventy-five (75) pounds, with frequent lifting and/or carrying of objects weighing up to fifty (50) pounds. Other physical demands that may be required are as follows:

1. Pushing and/or pulling
2. Stooping and/or kneeling
3. Reaching
4. Talking
5. Hearing
6. Seeing

**Reports To:** Elementary & Secondary Supervisor

**Disclaimer:** The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees in this job.

