



LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

Human Resources Department

Position Title:	Academic Coach-Behavior	Location:	Student Services
Reports To:	Director of Student Services	Supervises:	None
Classification:	Certified	Status:	Full-time
FLSA Status:	Exempt	Benefit Eligible:	Yes
Work Year:	10 months	Salary:	see lhusd.org website

Qualifications

- Valid appropriate Certificate from the Arizona Department of Education
- Current Board-Certified Behavior Analyst (BCBA) as certified by the Behavior Analyst Certification Board, preferred.
- IVP fingerprint clearance card through AZ Department of Public Safety
- Master's Degree preferred: Education, Special Education, Administration, Psychology, Applied Behavior Analysis, or related discipline.
- Five years successful experience working within educational settings.
- Evidence of comprehensive knowledge of current instructional strategies and methodologies and ability to coach adults.

Function

- Serves as a department specialist focusing on staff development and new teacher development relating to special education, behavior intervention, classroom management, and PBIS.

Responsibilities and Requirements

CURRICULUM AND INSTRUCTION

- Supports staff to establish a consistent, organized, and respectful learning environment.
- Supports staff with providing positive and constructive feedback to guide students' learning and behavior; models for staff as needed.
- Assists staff with how to teach appropriate social behaviors by co-planning and coteaching.
- Leads and supports teams to conduct functional behavior assessments and developing individual student behavior plans.
- Assists staff in defining and measuring behavior; understanding principles of reinforcement; teaching new behavior; implementing strategies for weakening behavior; and identifying antecedents.
- Performs site visits to ensure high leverage practices, systems, and protocols are being upheld; provides ongoing feedback as needed to improve performance.
- Promote highly specialized positive behavior interventions and build within the district's PBIS framework.
- Supports and models the collaboration between all stakeholders involved in a student's success.
- Develops a working calendar to ensure the successful completion of annual District Staff development objectives, including the early release calendar component.
- Facilitates formal and informal training for teachers, para educators, and personal care assistants that targets research, strategies, and modeling of instructional practices to support staff in implementation of positive support and PBIS including demonstrations and modeling.
- Collaborate with the classroom teacher as a resource, researching materials for specific projects or problem teaching situations.
- Assists in gathering data and preparing reports to meet district, state and federal guidelines relating to professional development.
- Supports staff in maintaining accurate and meaningful student records.
- Support efforts to enhance instructional practices throughout the district.
- Participate in continuous professional development to enhance the capacity to support students and staff.
- Assists Student Intervention Teams, IEP Teams, and 504 Teams develop meaning and individualized plans and interventions for students.



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STAFF PERSONNEL

- **MEETINGS:** Attend department meetings and district in-service programs
- **COMMITTEES:** Serve on committees as requested
- **TEAM MEMBER:** Responsible for self-involvement as contributing member involving group decision making and the development of a positive, cooperative building environment.
- **ATTENDANCE:** Report to work at times assigned and remain on through time prescribed in district policy

OPERATIONS

- **HEALTH AND WELFARE:** Identify and refer unusual student behavior to appropriate specialists; report to the nurse any injury or illness to a student or self.
- **POLICIES & REGULATIONS:** Know and observe board policies and regulations.
- **BOOKS & SUPPLIES:** Account for school and district property, as required.
- **EMERGENCY PROCEDURES:** Follow school regulations regarding emergency procedures.

Physical Demands and Work Environment

- Physical Effort
- Repetitive motion and eye strain through extensive utilization of computer hardware and software
- May require lifting materials and supplies weighing up to 25 pounds.

Other Information

- **HEALTH:** Responsible for performing those duties which protect the health and safety of students and employees
- **OTHER DUTIES:** Responsible for performing other job-related duties as assigned.
- Position contingent upon continued grant funding

EEOC

Lake Havasu Unified School District provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetic information, veteran status, or any other characteristic protected by federal, state or local laws.

This job description is intended to accurately reflect the position activities and requirements. Administrators and supervisors reserve the right to modify, add, or remove duties and assign other duties as necessary. It is not intended to be and should not be construed as an all-inclusive list of all the responsibilities, skills, or working conditions associated with the position.