

Tawas Area Schools

245 West M-55 • Tawas City, MI 48763
Sarah Danek, Superintendent
Telephone (989) 984-2250 • Fax (989) 984-2253

Tawas Area Schools School Social Worker Supervisor / Behavior Intervention Specialist

Summary:

The School Social Worker Supervisor / Behavior Intervention Specialist will provide leadership, coordination, and oversight of the district's school social work services while leading the development and implementation of positive behavior supports across the district. This position is designed to strengthen systems of accountability, enhance student behavioral outcomes, and support staff through effective intervention strategies and collaborative practices.

Essential Duties and Responsibilities:

Leadership & Supervision:

- Provide supervision, direction, and support to school social workers across the district.
- Establish and maintain clear expectations, systems of accountability, and consistent practices within the school social work department.
- Assist in the recruitment, selection, onboarding, and evaluation of school social work staff.
- Collaborate with the Director of Special Education and building administrators to align services and supports.

Behavior Intervention & Support:

- Lead the development, implementation, and monitoring of positive behavior intervention supports (PBIS) and behavior intervention plans (BIPs).
- Support staff in identifying behavioral needs, conducting functional behavior assessments (FBAs), and developing data-driven intervention plans.
- Assist in identifying root causes, triggers, and effective strategies to reduce challenging behaviors.
- Provide coaching and ongoing support to staff in implementing behavior plans with fidelity.
- Collaborate with school social workers, psychologists, and building teams to ensure consistent behavioral practices.

Program Coordination & Compliance:

- Support the implementation of requirements under the Individuals with Disabilities Education Act (IDEA) and Michigan Administrative Rules for Special Education (MARSE) as they relate to behavioral supports.
- Participate in IEP meetings and Child Study processes as appropriate.
- Monitor and evaluate behavioral programming and services for effectiveness and compliance.
- Maintain appropriate documentation and ensure accurate data collection related to behavior interventions.

Collaboration & Professional Development:

- Provide training and professional development to staff on behavior strategies, de-escalation techniques, and trauma-informed practices.

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- Serve as a resource to general and special education staff in supporting students with behavioral and social-emotional needs.
- Collaborate with families, community agencies, and the ISD as needed to support student success.

Other Duties:

- Stay current on best practices, legal requirements, and emerging trends in school social work and behavior intervention.
- Attend relevant meetings, trainings, and conferences.
- Perform other duties as assigned by the Superintendent or designee.

Education and Experience:

A Master's degree in Social Work is required, along with a valid Michigan License as a School Social Worker. Candidates must have a minimum of two (2) years of successful experience as a school social worker or in a closely related role. Demonstrated experience in behavior intervention, including PBIS, functional behavior assessments, and trauma-informed practices, is preferred. Prior leadership or supervisory experience is also preferred. The ideal candidate will possess strong communication, collaboration, and organizational skills, with the ability to support staff, work effectively with students and families, and lead district-wide behavioral initiatives.

Compensation

Full time, 212 work day contract. The compensation package will be determined by the professional preparation, experience and other qualifications of the selected candidate. Benefits include access to: health, dental, vision, life and LTD insurance, as well as personal business and sick leave days.

Deadline for Application:

Until filled.

Those wishing to apply for this position should send a letter of interest, resume', transcripts, references and certifications to:

Tawas Area Schools
Administration Office
Attn: Lindsay Harvey
245 W. M-55
Tawas City, MI 48763
lharvey@tawas.net

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