



ADDISON COMMUNITY SCHOOLS

219 Comstock • Addison, MI 49220

Job Description

| | |
|------------------|--|
| Position: | Behavior Intervention/Student Support Specialist |
| Job Description: | <p>The Behavior Intervention/Student Support Specialist is responsible for the behavioral assessment of students, generating and implementing behavioral plans to remediate behavioral and social problems for students in general and special education programs identified "At Risk". She/he is also available for consultation to school personnel and parents of these students. The role of the behavior specialist is to facilitate, assess and support instructional programs for students in general and special education; provide training and work collaboratively with teachers, aides and support staffs to demonstrate best practices, strategies and techniques to enhance instruction for students with social, communication, behavioral and learning challenges; provide preventative classroom lessons which include but are not limited to bullying prevention, problem solving, self-esteem, developing appropriate social skills, etc.; and do other related work as required. The Behavior Intervention/Student Support Specialist will help to design a multi-tiered system of support (MTSS) intervention model appropriate to students.</p> <p>Ability to:</p> <ul style="list-style-type: none">• Demonstrate an understanding, patient, respectful and receptive attitude toward exceptional needs students of varied age groups;• Ability to work with students who exhibit inappropriate behaviors and provide support and professional learning for staff who work with such students.• Establish and maintain cooperative and effective working relationships with children and adults contacted in the course of work;• Understand, carry out and communicate oral and written directions;• Utilize consulting skills to assure implementation and maintenance of intervention plans;• Conduct and supervise functional behavior and functional analysis assessments; •• Provide training, assistance and guidance to school staff in behavioral intervention procedures;• Maintain accurate records and files, and prepare documents and reports; • Be flexible and receptive to change;• Attend in-service training, conferences and meetings, as needed. <p>Knowledge of:</p> <ul style="list-style-type: none">• Proper English usage, grammar, vocabulary, spelling and punctuation;• Methodologies, including Positive Behavior Support (PBIS) used to address the needs of children with behavioral challenges, including autism;• Knowledge of crisis intervention strategies, ability to apply a gradually progressive system of verbal and non-verbal strategies to effectively deescalate potentially dangerous situations.• Strategies for the development and implementation of positive behavior intervention plans and current accepted best practices included in the full continuum of placement options for students with autism and other behavioral challenges;• Applicable directives, standards, procedures, policies, rules, regulations, codes, laws and guidelines governing special education, particularly those relating to positive behavior interventions;• Accepted analysis and assessment procedures, including functional analysis, ecological analysis of settings, and systematic observation;• Data tracking and collection, record management and reporting methods;• Processes involved with Individualized Education Program (IEP) for special education students. |

Essential Duties:

- Provide educational resources, training, technical assistance to site administrators, special education teachers, and support staff in the design, implementation, and evaluation of behavior management systems designed to meet the needs of students with autism and other behavioral challenges, in accordance with all directives, standards, procedures, policies, laws, rules, regulations, codes and guidelines;
- Work directly with students regarding their behavioral goals and implementation of behavior intervention programs;
- Conduct functional behavior assessments and present data to IEP teams;
- Develop behavior intervention programs and monitor implementation within the classroom;
- Collect data via direct student observation and consultation with classroom teachers regarding student behaviors and recommend appropriate instructional modifications to support positive student behavior. Identify and implement appropriate interventions for students in need of additional assistance.
- Plan and oversee the development and implementation of programs, policies and best practices related to instruction using the principles of A for students with autism and other disabilities;
- Keep current with issues, laws and regulations regarding positive behavior interventions, special education, educational trends, and other issues related to children with exceptional needs
- Document program results, maintain accurate records and other required data, prepare and submit reports in a timely manner
- Consult with administrators, psychologists, teachers and parents, serve as an integral member of the IEP team, attend meetings and parent conferences, as needed;
- Maintain strict student and parent confidentiality;
- Serve as a resource to provide formal and informal training, supervision, guidance and assistance to students, educators, parents, service providers and agencies, as needed;
- Perform other related duties, as assigned.