

# **SCHOOL DISTRICT OF OKEECHOBEE COUNTY**

## **BEHAVIOR INTERVENTIONIST**

### **JOB DESCRIPTION**

#### **QUALIFICATIONS:**

- (1) Bachelor's degree in education or related field from an accredited educational institution.
- (2) Valid Florida teacher certification and three (3) years teaching experience  
or  
Certification as a Behavior Analyst or Associate Behavior Analyst.
- (3) Experience with disruptive students.
- (4) Valid Florida driver's license.
- (5) Satisfactory criminal background check and drug screening.
- (6) Ability to perform the essential functions of the position.

#### **KNOWLEDGE, SKILLS AND ABILITIES:**

Ability to analyze student behavior. Ability to communicate and consult effectively with parents, school personnel and the public. Ability to communicate results of evaluation findings in written reports and correspondence. Ability to assist students, parents and school personnel in the resolution of problems related to student behavior. Ability to interact successfully with parents, school personnel and administrators. Ability to communicate orally and in writing. Ability to apply and interpret federal, state and local laws and policies. Ability to travel to schools throughout the district.

#### **REPORTS TO:**

Director of Mental Health and Behavioral Supports

#### **JOB GOAL**

To analyze and assess behavior, develop behavior plans and monitor the implementation of behavior plans to assist students to develop appropriate behavioral patterns.

#### **SUPERVISES:**

N/A

#### **PERFORMANCE RESPONSIBILITIES:**

##### **Planning/Preparation**

- \* (1) Participate in the district's exceptional student education planning process.
- \* (2) Collect information from parents, administrators and teachers through interviews and consultations as it relates to student learning and behavior difficulties.
- \* (3) Participate as a member of school based educational and behavioral planning teams.

##### **Classroom Management**

- \* (4) Model effective classroom management techniques.
- \* (5) Coordinate and implement the school discipline plan.
- \* (6) Assist with the management of student behavior schoolwide.

## **Behavior Interventionist (Continued)**

\*(7) Use materials and equipment effectively.

\*(8) Use time effectively.

### **Assessment/Evaluation**

\*(9) Conduct behavior assessments that include functional analysis, assessment of functional skills and assessment of potential reinforcers.

\*(10) Analyze evaluation data and formulate hypotheses and conclusions relating to learning and behavioral issues.

\*(11) Conduct informal and formal observations of students as part of the evaluation process.

\*(12) Review student records and analyze information pertinent to student learning and school adjustment needs.

\*(13) Participate in the reevaluation of students with behavior problems.

### **Intervention/Direct Services**

\*(14) Participate in the development of appropriate interventions and strategies to assist individual students in academic growth and school adjustment.

\*(15) Utilize knowledge of behavioral principles to develop and assist in the implementation of specific behavioral management plans for individual students, classrooms and the school

\*(16) Assist students to monitor their own behavior.

\*(17) Participate in student manifestation hearings.

\*(18) Serve as expert witness in due process hearings related to students with disabilities with behavior problems.

\*(19) Recognize overt indicators of student distress or abuse and take appropriate action based on school procedures and law.

\*(20) Initiate referrals to other agencies as needed.

\*(21) Serve on the crisis intervention team for the district.

\*(22) Monitor the implementation of behavior plans.

### **Technology**

\*(23) Use technology resources effectively.

\*(24) Use technology to establish an atmosphere of active learning.

\*(25) Explore and evaluate new technologies and their educational impact.

\*(26) Use technology to review student assessment data.

\*(27) Use technology for administrative tasks.

### **Collaboration**

\*(28) Communicate evaluation findings to parents, teachers and others through written reports and oral presentations.

\*(29) Present behavioral evaluation findings in exceptional student education staffings to determine eligibility and placement.

\*(30) Serve as a member of school-based student support teams and staffing committees.

\*(31) Provide consultation on an ongoing basis to teachers, parents and other school personnel to resolve students' behavioral problems.

\*(32) Collaborate with parents and teachers to encourage consistent expectations for student behavior.

\*(33) Collaborate with parents and teachers to reinforce positive behavior.

\*(34) Act as a liaison with public and private agents who work with students, *e.g.*, doctors and counselors, as needed.

### **Staff Development**

\*(35) Provide training and assistance in intervention techniques and strategies designed to improve student success in the school setting.

\*(36) Train teachers and assistants to implement specific behavior plans.

## **Behavior Interventionist (Continued)**

- \*(37) Train parents to implement behavior plans.
- \*(38) Periodically conduct a personal assessment to determine professional growth needs with reference to the specific instructional assignment and district programs.
- \*(39) Establish and implement an individual Professional Development Plan annually in accordance with state and district requirements.
- \*(40) Participate in district sponsored staff development programs.

### **Professional Responsibilities**

- \*(41) Act in a professional and ethical manner and adhere at all times to The Code of Ethics for Behavioral Specialists and the Principles of Professional Conduct of the Education Profession in Florida.
- \*(42) Prepare all required reports in an accurate and timely manner and maintain all appropriate records.
- \*(43) Keep updated on student/school legal issues and follow established procedures.
- \*(44) Mentor new colleagues.
- \*(45) Perform and fulfill professional responsibilities.
- \*(46) Complete and submit Medicaid forms for eligible students.
- \*(47) Follow attendance, punctuality and other qualities of an appropriate work ethic.
- \*(48) Ensure adherence to good safety standards.

### **Student Growth and Achievement**

- \*(49) Ensure that student growth and achievement are continuous and appropriate for age group, subject area, and/or student program classification.
- \*(50) Establish and maintain a positive collaborative relationship with the students' families to increase student achievement.  
Perform other tasks consistent with the goals and objectives of this position.

\*Essential Performance Responsibilities

### **PHYSICAL REQUIREMENTS:**

Heavy Work: Exerting up to 100 pounds of force occasionally and/or up to 50 pounds of force frequently and/or up to 20 pounds of force as needed to move objects.  
May be required to restrain a physically active individual as a temporary safety measure in accordance with School Board Policy 5.36.

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### **TERMS OF EMPLOYMENT:**

Salary and benefits shall be paid consistent with the District's approved compensation plan.  
Length of the work year and hours of employment shall be those established by the District.

### **EVALUATION:**

Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Board Approved: June 12, 2012