



Job Title: **System Behavior Specialist**
 Department: **Student Support Services**
 Supervisor: **Student Support Services Director**
 Lane Placement: **Licensed Salary Scheduled**
 Schedule: **8 hrs / 206 days** Evaluation Group: **CTESS-Spec**
 FLSA Classification: **Exempt**

JOB DESCRIPTION

The system behavior specialist responds to school requests for assistance with emergency and high intensity behaviors and consults to support school personnel for on-going interventions. This specialist will ensure emergency interventions are compliant with Utah's Least Restrictive Behavior Intervention guidelines. When requested, the specialist will help develop a behavior intervention plan as needed in coordination with the school's mental health professionals, and if necessary, develop a coaching plan to develop capacity and connect schools to other resources. The specialist will also be responsible for follow-up with school staff as needed to implement appropriate supports. In addition, this specialist will help develop a system of District-wide behavior supports.

ESSENTIAL FUNCTIONS

- Help schools build capacity to respond to disruptive student behaviors.
- Provide school support for immediate behavior crisis.
- Consult with and support school staff by suggesting additional interventions and determining the effectiveness of the interventions through an analysis of data and information.
- Coach school staff on the implementation and monitoring of evidence-based interventions to determine effectiveness.
- Support schools with the collection and analysis of schoolwide behavior data.
- Serve on District Level teams addressing behavior and mental health issues, as assigned.
- Provide technical assistance for crisis support.
- Provide professional learning opportunities for school and district staff as requested.
- Coordinate behavioral services across District departments to serve students.
- Chair the Emergency Safety Committee for general education students.
- Collect and analyze District behavior data to support early interventions.
- Develop or support school staff in developing a functional behavior analysis of targeted behaviors and a behavior plan when needed.
- Predictable and reliable attendance.

During times of state or district emergency, all employees may be required to perform additional duties that are not required on a normal basis in support of educational and operational priorities. e.g. Performs general cleaning and sanitizing of work areas, provides remote assistance to students and staff, and any other reasonable duty as needed.

NON-ESSENTIAL FUNCTIONS

- Other duties as assigned.

- This description should not be construed to contain every function/responsibility that may be required to be performed by an employee assigned to this position.
- To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.
- The requirements listed below are representative of the education, knowledge and experience requirements; the

QUALIFICATION REQUIREMENTS

- At least three years of school-based employment in a related position
- Must have current certification as a Licensed School Social Worker, Licensed School Counselor, Teacher, or School Psychologist.
- Ability to build and sustain positive relationships with school-based personnel.
- Ability to treat students, parents and staff with empathy and discretion.
- Demonstrated skills with behavior analysis and developing behavior plans.
- Exceptional communication skills both verbal and written.
- Willingness to continually learn new information and develop new skills.
- Ability to take initiative, work efficiently and effectively with little oversight, and complete assignments on-time.
- Ability to work collaboratively and individually on assigned tasks.
- Ability to keep sensitive information confidential.
- Ability to collaborate effectively.
- Incumbent must be fingerprinted and clear a criminal backgrounds check.

NOTE: The Administration reserves the right to require specific training for this position. However, depending upon the type and quality of prior work experience and availability of formal training programs, some exchanges can be made between training and experience.

PHYSICAL REQUIREMENTS---Not limited to the following:

- Possesses the physical, mental, and emotional stability to work under stressful conditions, including but not limited to: deadlines, contract requirements, inspection requirements, interaction with critical personnel, interaction with parents and community members, and consistent changes in the educational profession.

- Physical ability to perform the essential functions listed above with or without reasonable accommodation.
- Requires the ability to lift a minimum of ten (10) pounds.
- Possess the physical, mental, and emotional stability to work under stressful conditions, including but not limited to: deadlines, contract requirements, inspection requirements, and interaction with critical personnel.

Note: *This list of essential and marginal functions and of physical requirements is not exhaustive and may be supplemented in accordance with the requirements of the job.*

All employees are required to participate in the District evaluation process.
It is the employee's responsibility to review and adhere to all district policies and procedures.
This information may be reviewed at www.canyonsdistrict.org

ADA _____

HR _____

Effective date: _____ 06/11/2020 _____