

**ANTELOPE ELEMENTARY SCHOOL DISTRICT**  
*Position Description*

**POSITION:** Classroom Behavior Specialist

**TERMS OF EMPLOYMENT:** Range 8

**REPORTS TO:** Principal/Program Specialist

**MINIMUM QUALIFICATIONS:**

- High school diploma or equivalent
- A.A. Degree or higher, two years college, and/or passing grade on state or local assessment
- Ability to become certified by the Crisis Prevention Institute (CPI) in non-violent crisis interventions
- Experience working in an education setting implementing intensive behavioral intervention programs for students with complex and/or severe behavioral problems
- First Aid and CPR training desirable

**GENERAL SUMMARY**

Under the direction of the Program Specialist, will provide intensive adult support to students with behavioral issues and implement comprehensive positive behavioral support plans and effective behavior management strategies, deliver instructions, participate as a member of the educational team, and help design and implement all components of the student's individual program.

**PRINCIPLE DUTIES AND RESPONSIBILITIES**

Any one position may not include all of the listed duties, nor do all of the listed examples include all tasks that may be found in positions within this classification.

- Implement Behavior Strategic Plan/Behavior Intervention Plan
- Implement behavior strategies
- Consult and collaborate with site staff
- Assist in student assessments as appropriate
- Participate in IEP meetings as appropriate
- Maintain appropriate documentation, records, and reports
- Participate in developing data collection systems and monitor data collection to ensure the success of the behavior plan
- Support students through transition into new education settings
- Drive occasionally for department business (optional)

### KNOWLEDGE OF

- Basic concepts of child growth and development and developmental behavior characteristics, particularly pertaining to pupils with special learning needs
- Behavior management strategies and techniques relating to pupils experiencing behavioral difficulties
- Positive behavioral interventions and applied behavior analysis
- Appropriate English usage, punctuation, spelling, and grammar
- Routine record storage, retrieval, and management procedures

### ABILITY TO

- Work with students having special needs and/or aggressive behaviors (i.e. biting, kicking, hitting, emotional outburst, etc.)
- Lift non-ambulatory students, lift and move equipment, and assist/control/restrain students with special needs, including toileting and health
- Demonstrate an understanding, patient, and receptive attitude toward students of varied age groups and varied disabilities
- Appropriately manage student behavior and guide student toward more acceptable social behaviors
- Implement positive behavior support plans
- Model appropriate behavioral interventions
- Take extensive data
- Communicate effectively in oral and written form
- Perform routine clerical tasks and operate a variety of educational and office related machines and equipment
- Learn to utilize a variety of appropriate instructional materials and procedures in the enhancement of a training and educational environment
- Understand and carry out oral and written directions
- Establish and maintain cooperative working relationships with children and adults
- Follow accepted principles, practices, rules, and regulations in regard to feeding, toileting, lifting, and caring for special education students

### EMPLOYMENT STANDARDS

The physical requirements indicated below are examples of the physical aspects that this position classification must perform in carrying out essential job functions.

- Persons performing service in this position classification will exert 50 to 75 pounds of force frequently to lift, carry, push, pull, or otherwise move objects
- This type of work involves sitting most of the time, but may involve running, walking, or standing for brief periods
- Perceiving the nature of sound, near and far visual acuity, depth perception, providing oral information, the manual dexterity to operate business related equipment, and handle and work with various materials and objects are important aspects of this job

Reasonable accommodation may be made to enable a person with a disability to perform the essential functions of the job.