

SCHOOL DISTRICT OF SARASOTA COUNTY

JOB DESCRIPTION

SCHOOLWIDE BEHAVIOR COACH PK-12

SALARY SCHEDULE: INSTRUCTIONAL

COST CENTER: SCHOOL SITE

MINIMUM QUALIFICATIONS:

- Bachelor's Degree from an accredited educational institution. Master's Degree preferred.
- Certification in any Exceptional Student Education K-12, School Counseling, or School Psychology preferred with a commitment to obtain this certification within a twelve-month period of hire or Board-Certified Behavior Analyst License.
- A minimum of one core content area, appropriate for grades represented at school site, or Guidance certification.
- Minimum of three (3) years successful teaching experience with emotional behavior disordered or varying exceptionalities, or experience with behavior intervention, preferred.
- Willing to participate in additional job-related training and become a trainer for staff in district-approved behavior intervention programs as directed by the Principal (or designee) or appropriate District Administrator.
- Willing to adhere to a flexible work schedule, to include some evening events.
- Passed District Instructional Screening Process

KNOWLEDGE, SKILLS, AND ABILITIES:

- Knowledge of laws, rules and policies governing MTSS and school discipline. Knowledge of crisis intervention and prevention practices and procedures.
- Knowledge of behavior and classroom management techniques.
- Ability to collect and interpret data for the purpose of developing Functional Behavior Assessments and Behavior Intervention Plans.
- Communicates effectively orally and in writing.
- Ability to provide consultation and advice to teachers and other school personnel to improve the behavior of targeted students.
- Ability to interact effectively with students, agency personnel and school personnel.
- Ability to maintain confidentiality.

REPORTS TO:

School Principal
Assistant Principal
District Administrator

JOB OBJECTIVE:

To apply professional skills to work with staff and students to improve on task behavior while encouraging students to be successful in the school setting.

SUPERVISES:

N/A

SCHOOLWIDE BEHAVIOR [SPECIALIST] COACH PK-12 (Continued)

PERFORMANCE RESPONSIBILITIES:

- Serve as a member of the Multi-Tiered System of Supports Team for intervention planning, assessment planning, and consider need for specially designed instruction.
- Assist in the development and implementation of Functional Behavior Assessments (FBA) and Behavior Intervention Plans (BIP).
- Serve as a member of the school-based crisis intervention team.
- Serve as a member of the Positive Behavior Intervention Support (PBIS) Team.
- Ensure fidelity of BIPs, and School wide PBS Plan.
- Meet with parents and guardians to review Behavior Intervention Plans (BIP).
- Effectively use District applications and programs to monitor and analyze discipline data.
- Communicate regularly with school administration regarding the needs of students, staff and parents.
- Serve as a resource for ESE and general education teachers.
- Serve as a member of the School Manifestation Determination Team.
- Serve as a member of the Behavior Threat Management Team.
- Use appropriate technology to enhance record keeping and quick retrieval of student information.
- Assist staff in the development and application of behavior management techniques and strategies.
- Assist in the implementation of District-wide behavior programs.
- Assist staff in the identification of students who are experiencing difficulty academically or behaviorally and assist in developing positive interventions to address specific problem areas.
- Recognize overt indicators of student distress or abuse and take appropriate intervention, referral or reporting actions.
- Participate in professional learning to keep abreast of current trends and best practices in assigned areas of responsibility.
- Provide consultation and training to instructional staff.
- Stay abreast of Department of Education rules and regulations.
- Submit accurate reports in a timely manner and maintain all appropriate records.
- Maintain confidentiality of student records and information.
- Maintain effective interpersonal relationships and communication with students, parents, school personnel and the community.
- Ensure that student achievement is continuous and appropriate for programs and age group. Indicators may include placement, case history and follow-up reports, standardized tests, documented parent participation, analysis reports, student reports and student academic and/or discipline records.
- Sustained focus and attention to detail for extended periods of time.
- Analyze school-wide discipline data and report to administration at least quarterly.
- Collect, analyze, and implement data collection to monitor effectiveness of Tier 1, 2 and 3 behavior interventions and support.
- Follow district policies for designing and implementing individual and small-group behavior instruction and intervention groups.
- Attend monthly behavior specialist meetings provided by the District.
- Follow dismissal process if data support student being dismissed from Tier 2 and/or Tier 3 interventions.
- Create and maintain a school-wide binder that stores all FBA/BIP, safety and crisis plan created for students.
- Provide regular, scheduled direct support and direct behavior intervention to students within all learning environment, when indicated.
- Review and analyze behavior data to be a meaningful participant in an IEP meeting, to ensure that ESE students are placed in the least restrictive environment.
- Complete monthly Medicaid reimbursement billing activities for all eligible students.
- Perform other incidental tasks consistent with the goals and objectives of this position.

PHYSICAL REQUIREMENTS:

Medium Work: Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently and/or up to 10 pounds of force as needed to move objects.

SCHOOLWIDE BEHAVIOR [SPECIALIST] COACH PK-12 (Continued)

TERMS OF EMPLOYMENT:

Salary and benefits shall be paid consistent with the District's approved compensation plan.

Additional contracted summer months may be required

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.

Job Description Supplement No. 06