

Monticello Public Schools
ISD #882
JOB DESCRIPTION

Position Title: Behavior Interventionist

Department: Pinewood Elementary

Exempt Status: Non-Exempt

Reports To: Building Principal

Date: March 2, 2017

Approval: Assistant Superintendent

JOB SUMMARY: Under supervision, the Behavior Interventionist assists individual students, groups and systems through the application of positive behavior support. This position will address students' inappropriate behaviors and provide a means to help the students become successful. The Behavior Interventionist provides classroom and school-wide behavior management strategies, including planning, implementing and tracking individual behavioral plans.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

49% Communication and Reporting

- A. Assist teachers in the identification and development of individualized behavior interventions and plans intended to change student behaviors.
- B. Collaborate and consult with social workers, staff, administration and community service providers (i.e. social services, public health, medical providers, etc.)
- C. Prepare, collect and distribute behavior incident data per school wide behavior system including state reporting.
- D. Be able to communicate effectively in oral and written form with teachers, students, staff and parents. Keep teachers and other staff informed of progress, incidents and concerns.
- E. Handling of child protection cases through contact with students and/or staff and outside agency personnel for the purpose of complying with mandated reporting requirements.
- F. Ability to effectively analyze needs and problems objectively.
- G. Work with students to ensure structure and consistency that will encourage responsibility, cooperation and respect.

49% Student Support

- A. Develop behavior plans and specific intervention plans for students and assist in their implementation, including using appropriate resources and technology to promote development of critical thinking, problem solving, and pro-social behavior in students; working with students in classrooms to reach their goals and conduct ongoing follow-up of progress.
- B. Participate and attend Behavior Intervention Team and IEP meetings and work cooperatively with team members to develop goals and strategies.
- C. Establish and enforce rules for behavior and procedures; maintaining an environment conducive to learning for all students.

- D. Assist building principals in the handling of behavioral issues, processing with students and working closely with parents.

2% Professional Development

- A. Attends in-services and workshops as appropriate.

Performs other duties as assigned or requested.

WORK REQUIREMENTS AND CHARACTERISTICS:

Education/Certification Requirement:

- Bachelor's degree in social work, criminal justice or education preferred.
- Current Crisis Prevention Intervention (CPI) certification or the ability to complete CPI training is required.

Experience:

- Experience working with students who have severe behavior problems is preferred.
- Experience with conflict resolution, positive peer interactions and providing clear directions in an education setting is preferred.

Essential Skills Required to Perform the Work:

- Ability to command respect and work with students in a positive manner.
- Ability to positively interact and communicate effectively with students to encourage appropriate behavior.
- Ability to maintain effective control over students to ensure behavior is not a distraction to a productive learning environment.
- Ability to positively interact and communicate effectively, both orally and in writing, with co-workers, parents, school officials, and law enforcement agencies in accordance with established policies, procedures, and regulations.
- Ability to function in stressful situations and to exercise good judgment under potentially dangerous conditions.
- Knowledge of standard security procedures and the regulations and laws relating to school buildings and grounds, building intrusion, and trespassing.
- Ability to read and understand laws, policies, rules and regulations and procedures, and to follow written and oral directions.
- Ability to accept direction from multiple sources.

Machines, Tools, Equipment, Electronic Devices, and Software Required:

- Operates office equipment including computer, printer, copy machine and phone/mobile phone.
- Uses multiple software applications including word processing, spreadsheet, and email.

Supervision of Other Employees:

- This position does not provide work direction or supervision to other district employees.

Physical Job Requirements:

- Position involves lifting, carrying, pushing or pulling items with a strength factor of light to medium work.

- Position may occasionally lift in excess of 50 pounds in removal or physical restraint of students.
- Position requires occasional prolonged position in any combination of stooping, squatting, kneeling, reaching and bending.
- Position requires extended periods of standing/walking during the shift.
- Position involves occasional personal support of students in various settings.
- Position involves the physical ability to perform restrictive procedures.
- Possess dexterity of hands and fingers to operate equipment.
- See to read a variety of materials.
- Quick response to emergency situations.

Mental Job Requirements:

- Involves handling multiple tasks at once, responding to numerous requests for information, dealing with interruptions, and prioritizing job tasks.
- Ability to deal with defensive or defiant individuals.
- Requires strong conflict resolution skills and resolving difficult interpersonal situations.
- Involves learning quickly and adapting to change.
- Meeting individual needs of children while exhibiting patience.
- Ability to set priorities.
- Maintain mental and visual attention.
- Involves establishing and maintaining effective working relationships with a wide variety of constituents.
- Ability to work in a team environment.

Working Conditions:

- Exposure to students with severe emotional disturbances.
- Exposure to physical injury from students.
- Exposure to emotional outbursts.
- Position may be exposed occasionally to disagreeable conditions involving student contact.

Job Outcomes:

- Projects a positive, cooperative and respectful attitude with students, parents, employees and community members.
- Provides district administration with adequate and timely information.
- Provides support to students, staff and community to ensure a safe environment.

This description describes the general nature and work expected of an individual assigned to this position. Employees may be required to perform other job-related duties as requested by their supervisor. All requirements are subject to possible modification to reasonably accommodate individuals with a disability.