

**Monticello Public Schools
ISD #882
JOB DESCRIPTION**

**Position Title: Student Specific
Behavior Interventionist**

Department: Special Education

Exempt Status: Non-Exempt

Reports To: Director of Special Education

Date: March 7, 2017

Approval: Assistant Superintendent

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

ESSENTIAL DUTIES AND RESPONSIBILITIES:

75% Student Support

- A. Work directly with student(s) to ensure structure and consistency that will encourage responsibility, cooperation and respect.
- B. Assist case manager with the identification and development of individualized behavior interventions and plans needed to change student behavior.
- C. Establish and enforce rules for behavior and procedures; maintaining an environment conducive to learning for all students.
- D. Be able to analyze needs and problems objectively.
- E. Assist building administration in the handling of behavioral issues, processing with student(s) and working closely with all staff.
- F. Participate and attend any IEP or other team meetings and work cooperatively with members to develop goals and strategies.

23% Communication and Reporting

- A. Prepare, collect and distribute behavior incident data per IEP reporting guidelines.
- B. Communicate effectively in oral and written form with the student, teachers, case manager, and if requested, parents.
- C. Inform case manager and other staff informed of progress, incidents and other concerns.
- D. Comply with any Minnesota Department of Education or County mandated reporting requirements.

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 preferred.
- Current Crisis Prevention Intervention (CPI) certification or the ability to complete CPI training is required.
- Experience with conflict resolution, positive peer interactions, criminal justice and providing clear directions in an education setting is preferred.

Experience:

- Experience working with students who have severe behavior problems is preferred.

Essential Skills Required to Perform the Work:

- Ability to command respect and work with student in a positive manner.
- Ability to positively interact and communicate effectively with student to encourage appropriate behavior.
- Ability to maintain effective control over student 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 basic first aid, including CPR.
- 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 student 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:

- Special Education classroom environment.
- Exposure to communicable disease, airborne pathogens and bodily fluids.
- 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.