



# ORANGE COUNTY SCHOOLS

## POSITION DESCRIPTION

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<b>POSITION TITLE</b>	<b>Behavioral Interventionist</b>
<b>SCHOOL/DEPARTMENT</b>	Assigned School
<b>SALARY</b>	Teacher Salary Schedule plus supplement
<b>FLSA STATUS</b>	Exempt
<b>REPORTS TO</b>	Principal
<b>SUPERVISES</b>	None
<b>WORK WEEK SCHEDULE</b>	Monday – Friday
<b>WORK HOURS</b>	40
<b>NUMBER OF MONTHS PER YEAR</b>	10

### **POSITION PURPOSE:**

The Behavioral Interventionist acts as a member of the school's discipline team and data team working directly with the principal, to create a positive, disciplined learning environment. S/he assists teachers and administrators with achieving school and district goals in organization climate by providing consulting and coaching services related to management and/or discipline strategies. Additionally, the Behavioral Interventionist mentors and provides professional development to new teachers and teachers struggling with maintaining positive and supportive classroom climates. This will be accomplished through workshops and one on one advisement/support in an effort to: minimize classroom disruptions; minimize number of students being sent out of class to ISS; minimize serious discipline violations; support teachers in building positive relationships with students; and improve student time on task and student achievement.

### **MINIMUM QUALIFICATIONS:**

### **KNOWLEDGE, SKILLS, AND ABILITIES**

- Ability to evaluate situations and provide recommendations for improvement
- Ability to constantly monitor the safety and well-being of students, particularly when student is participating in an inclusive activity
- Ability to motivate students
- Ability to maintain a clean and orderly environment
- Ability to perform general clerical duties
- Ability to maintain order and discipline in a classroom
- Ability to operate common office machines
- Ability to maintain basic files and records
- Ability to understand and follow oral and written instructions
- Ability to establish and maintain effective working relationships as necessitates by work assignments

### ***EDUCATION, TRAINING, AND EXPERIENCE***

- Bachelor's Degree from an accredited institution in Child Development, Education, Counseling, or other related area
- A minimum of two (2) years of experience working with behavioral interventions in the classroom
- Any equivalent combination of training and experience that provides the required knowledge, skills and abilities

### ***CERTIFICATION AND LICENSE REQUIREMENTS***

- Valid NC Teacher Certification in any related subject area
- Must possess a valid driver's license issued by the NC Department of Motor Vehicles

### **PREFERRED QUALIFICATIONS:**

- Master's Degree from an accredited institution in Child Development, Counseling, Education or other related area
- Five (5) years of experience working with behavioral intervention situations in a public school setting
- Spanish Speaking

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

1. Assist with the development of behavioral plans, programs, assessments, and analysis of data that will promote positive classroom experiences for all students
2. Serve as a standing member of all support teams in providing assistance with implementing behavioral services
3. Collect data pertaining to behavioral interventions suggested and implemented
4. Conduct behavioral assessments, design behavioral programs based on assessments and monitor behavioral plans
5. Make recommendations for changes based on data collection
6. Monitor SSST referrals in reference to student achievement
7. Submit monthly school climate reports identifying behavioral indicators that impede academic growth

8. Work with school teams to establish cooperative and harmonious relations in student to student and student to teacher relationships
9. Demonstrate methods for affirmatively communicating effective outcomes expected for students
10. Disseminate behavioral data throughout the school year in a central location accessible to staff review, while taking confidentiality requirements into consideration
11. Report data to the school based teams on school wide behavioral objectives, plans and results
12. Provide direct services to teachers through observations and coaching sessions for the development of adaptive skills and replacement of undesirable student behaviors
13. Assist teachers with identifying trends of behaviors that negatively impact classroom instruction
14. Assist teachers with completing self- assessments related to classroom management Effectiveness
15. Perform other duties as assigned by the Principal

<b>WORKING CONDITIONS</b>	
<b>PHYSICAL DEMANDS</b>	Work is considered light physical work requiring the exertion of up to 20 pounds of force.
<b>WORK ENVIRONMENT</b>	Employees in this position are required to work in indoor and outdoor environments, and come into direct contact with OCS staff, students and the public.
<b>ACKNOWLEDGEMENTS</b>	
The following signatures acknowledge that the supervisor has verified the accuracy of the position description, has discussed position requirements with the employee, and has advised the employee of work performance expectations	
<i>Reviewed by: Employee's Signature</i>	<i>Date</i>
<i>Approval by: Supervisor's Signature</i>	<i>Date</i>
The completed and signed position description shall be maintained at the employee's work location, shall be reviewed with the employee by his or her immediate supervisor, should be revised as required, and shall serve as the basis for all required evaluations.	

**DISCLAIMER:** *The above statements are intended to describe the general purpose and responsibilities assigned to this position. They are not intended to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and skills that may be required of the employees assigned to this position. This description may be revised by the supervisor, with HR review and approval, any time.*