

**CAMDEN ROCKPORT SCHOOLS  
JOB DESCRIPTION**

**BEHAVIOR SPECIALIST**

**QUALIFICATIONS:**

1. Bachelor's Degree (Master's Degree preferred)
2. Experience working with elementary children, in which working with "at risk" and/or "behaviorally challenged" students was a key responsibility.
3. The knowledge and skills necessary to assist individuals, groups, and systems through the application of positive behavior supports, including knowledge of Restorative Practices/Responsive Classroom.
4. Demonstrated understanding of behavior management techniques and methods.
5. Expert knowledge of function-based intervention planning for developing behavior change strategies that focus on reducing problem behavior and increasing more appropriate behavior.
6. Expert knowledge of techniques needed to successfully complete effective Functional Behavior Assessments (FBA), function – based interventions, and Positive Behavior Intervention Plans (PBIP).
7. Exceptional knowledge in the use of assessment and assessment data to inform instruction and prescribe work plans for individual students.
8. Ability to effectively communicate and collaborate with others.
9. Valid Maine teaching certificate is desired.

**REPORTS TO:** Building Principal or Designee

**JOB GOAL:** To work as an integral part of a school-based team as the primary support person in addressing challenging student behaviors.

**PERFORMANCE RESPONSIBILITIES:**

1. Lead and support staff in:
  - a. defining and measuring behavior;
  - b. understanding positive behavioral supports;
  - c. identifying antecedents and implementing strategies for teaching new behaviors.
2. Complete classroom observations, collect data and make recommendations to individual teachers and team members.
3. Design, coordinate, and support the implementation of and evaluate behavioral support plans, as needed.
4. Evaluate behavioral interventions and plans using a data collection system to assess and monitor their effectiveness. Identify trends in behavioral referrals and behavioral data reports and make recommendations based on those trends.
5. Establish and run social thinking groups.
6. Be a leading member of the MTSS committee developing and coordinating multi-tiered levels of behavioral interventions.

7. Employ a variety of behavior intervention strategies to facilitate positive behavior change in identified students.
8. Provide professional development to staff on effective classroom management and implementing positive behavioral supports.
9. Coach and/or support staff (e.g., teachers, administrators, others) with the development and implementation of behavioral interventions.
10. Consult and collaborate with the school social worker, school counselor, school psychologist and interventionists, as needed.
11. Stay updated on certification for district behavioral safety training program, i.e., Safety Care
12. Perform other duties as assigned by the principal.

**LEGAL AND ETHICAL DUTIES:**

1. Maintains confidentiality about all aspects of student performance and written and oral records.
2. Demonstrates respect for the legal and human rights of all students.
3. Follows health and safety procedures established by the District.
4. Arrives and departs punctually, notifying appropriate personnel about absences and coverage.
5. Demonstrates dependability, integrity, and other ethical standards.

To perform this job successfully, an individual must be able to perform each duty and responsibility satisfactorily. The responsibilities are representative of the knowledge, skill, and ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**ESSENTIAL FUNCTIONS:**

1. Ability to read, reason, and understand policies and procedures and related information and to follow verbal or demonstrated instructions.
2. Physical ability to perform all necessary upper and lower body movements.
3. Ability to hear, see, and speak.
4. Ability to do reaching, lifting, eye-hand coordination, sitting, and stooping.
5. Demonstrate the ability to communicate effectively.

**TERMS OF EMPLOYMENT:** As specified by contract.

**EVALUATION:** Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of professional personnel.

**History:**

Approved 4/14/21, 4/13/22

Reviewed: June 8, 2022