

**BEHAVIOR SPECIALIST
WARM SPRINGS K-8 ACADEMY
MARCH 11, 2019**

POSITION: Behavior Specialist – Grades 5th through 8th (Probationary/Permanent)

LOCATION: Warm Springs K-8 Academy

CLOSING DATE: Open Until Filled

DESIRED START DATE: August, 2019

SALARY: \$39,855 – \$78,234 plus \$750 stipend (Full benefits)

JOB SUMMARY

The Special Education Teacher - Behavior Specialist, serves as a specialist for students who experience a significant impact to their education achievement due to social, emotional and behavioral skill development, and who require support services in order to access and benefit from general education instruction.

The Behavior Specialist provides direct instruction within specific skill deficit areas that may negatively affect academic progress. Areas of direct instruction may include but are not limited to social skills, functional academic skills, social/emotional/behavioral skill development, problem solving, executive functioning, self-regulation, organization and self-management. Additionally, the Behavior Specialist may assist general education classroom teachers with appropriate behavior intervention strategies and implementation of behavior intervention plans.

Students participating in the Behavior Program may receive their educational instruction within the Behavior Program setting with opportunities to engage in general education classes with support as appropriate.

The Behavior Specialist will follow the federal, state and district procedural safeguards regarding individual education plan development and implementation.

QUALIFICATIONS: Must have Oregon teaching license with Special Education endorsement; have three years of successful teaching experience; experience working with challenging behaviors preferred.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Essential duties of this position include the following. Other duties may be assigned.

- Provide consultative and direct services to school district staff with regard to managing the behavior issues of students who are at risk.
- Develop and recommend plans, interventions or strategies using assessment data, observations and relevant medical and developmental history.
- Attend meetings with teachers, parents and other agencies regarding student assessments and implementation of intervention strategies.
- Provide services for implementation of intervention planning, including, but not limited to:
 - a. Consultation
 - b. Teaching strategies
 - c. Intervention strategies
 - d. Functional behavioral assessments
 - e. Crisis prevention intervention
- Work successfully as a flexible and responsive member of a team (IEP, Placement, SST, 504, etc.) and assume appropriate roles: lead, follow and support others in a productive manner

- Communicate and collaborate effectively with students, parents, staff and agencies.
- Focus consistently on students' needs and creates a positive and supportive learning environment.
- Attend staff meetings and serve on committees as appropriate.
- Complete required reports and other paperwork in a timely and acceptable manner.
- Provide individual and group training to staff as needed.
- Demonstrate professional growth through an on-going program of reading, workshops, seminars, conferences and/or advanced coursework; objectively, accurately and perceptively reflect on professional practice.
- Consult with and act as a resource to educational staff and families.
- Serves as a liaison between the Education Service District, school district, social service agencies and families as appropriate.
- Manage daily schedule using effective time management, prioritization and organizational skills. Provide planning, training and monitoring for educational assistants for effective support of students and the behavior program.
- Assess and reflect on the effectiveness, appropriateness and usefulness of strategies and practices used with students, parents and staff as well as program needs.
- Adheres to Federal Law, State Law and Oregon Administrative Rules in carrying out programs as assigned.
- Performs responsibilities of teachers consistent with OAR 584-036-0011: plans instruction, establishes a classroom climate conducive to learning, implements and plans for instruction, evaluates student achievement, and appropriately directs instructional assistants.
- Demonstrates competencies as outlined in The Competent and Ethical Educator (Oregon Administrative Rules 584-020-0035).

SUPERVISORY RESPONSIBILITIES

This position may supervise volunteers, student aides, and instructional assistants. All school employees have some responsibility for supervising students and assisting in maintaining a safe environment.

QUALIFICATIONS

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

Interpersonal Skills: Works well with others from diverse backgrounds. Focuses on solving conflict; maintaining confidentiality; listening to others without interrupting; keeping emotions under control; remaining open to others' ideas and contributing to building a positive team spirit. Demonstrated ability to successfully work with adolescent students and public.

Language Skills: Ability to communicate fluently verbally and in writing in English. Ability to respond to common inquiries or complaints from students, parents, staff or members of the community. Ability to draft simple correspondence and some routine reports. Ability to read and interpret documents such as safety rules, operating and maintenance instructions and procedure manuals.

Mathematical Skills: Ability to add, subtract, multiply and divide. Ability to perform these operations using units of American money and weigh measurement, volume and distance.

Reasoning Ability: Ability to apply common sense understanding to carry out instructions furnished in written, oral or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

Computer Skills: Proficiency in the usage of database software, internet software, e-mail and word processing software. Ability to proficiently use the following programs strongly preferred: ESIS, MS Word, Outlook, Google Suite and Excel. Ability to type accurately and proficiently.

Other Skills and Abilities: Ability to appropriately communicate with students, teachers, parents, members of the community and others including vendors, law enforcement and other agencies. Ability to exercise good judgment and work in an environment with constant interruptions.

Certificates, Licenses, Registrations: Must hold a valid Oregon Teaching License with the appropriate endorsement and authorization for the assignment. Licenses as determined by the District including, a valid Oregon Driver License and ability to obtain a valid CPR/First Aid card and Crisis Prevention Intervention card.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to walk; sit; use hands for fine manipulation, handle or feel and reach with hands and arms using a keyboard and video display terminal. The employee is frequently required to stand and stoop, kneel, crouch or crawl, move from a sitting position on the floor to a standing position with ease and climb stairs. The employee must regularly lift and/or move up to 15 pounds and occasionally up to 50 pounds. Specific vision abilities required by this job include close vision.

APPLICATION PROCEDURES: Interested candidates are required to apply at the following link: <http://jeffersonco.tedk12.com/hire> with online application, letter of interest, current resume, letters of recommendations and references. Current Employees please apply at the following link: <https://jeffersonco.tedk12.com/hire/internalLogin.aspx>

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Jefferson County School District is an Equal Opportunity Employer

Equal employment opportunity and treatment shall be practiced by the Jefferson County School District 509-J regardless of Race, color, national origin, religion, sex, age, sexual orientation, marital status, and disability if the employee, with or without reasonable accommodation, is able to perform the essential functions of the position.