



Columbia County School District Job Description

Position Title: Behavior Specialist		
Department: School	Evaluation Instrument: Performance will be evaluated annually by the School Principal in accordance with Policy GBI – Evaluation of Personnel.	
Pay Grade: Teacher Salary Scale	Pay Type: Salaried – Exempt	Retirement: TRS
Contract Work Year: 190 Days Per Year, 8 Hours Per Day		
Reports to: School Principal		

MINIMUM QUALIFICATIONS

Education: Valid teaching certificate; Master’s Degree preferred

Essential Knowledge/Skills: Extensive knowledge of classroom management strategies, behavior management and interventions in the general education setting. Must be able to analyze progress monitoring data to assist teachers with behavior interventions and monitoring a student’s progress. Must possess personal characteristics and professional conduct to successfully interact with teachers, administrators and the public. Should have a general understanding of Functional Behavioral Assessments and Behavior Intervention Plans

Experience: Minimum five years successful teaching experience preferred in the area of Emotional/Behavior Disorders

GOAL

To increase student achievement by supporting teachers in the use of effective behavior management strategies that will enable teachers to develop positive outcomes for students who have challenging behaviors

REPRESENTATIVE DUTIES & RESPONSIBILITIES

- Assist teachers and students through various pathways of the Multi-Tiered System of Supports
 - Meet with the teacher to identify the antecedent for behavior and develop strategies and a plan to help students be successful in the classroom
 - Monitor the progress of student behavior and classroom strategies
 - Model behavior and/or classroom management strategies to promote an orderly learning environment
 - Deliver small group behavior lessons with students struggling with similar behaviors
- Work with the teacher to help support appropriate behavior
- Collaborate with the grade levels to identify common behavioral challenges and write specific lesson plans for either the grade level or classroom
- Offer staff development throughout the year for teaching hard to reach students
- Serve on the PBIS and Mindset Crisis Intervention Team

IMPORTANT NOTES

ESSENTIAL DUTIES
Job descriptions are designed and intended only to summarize the essential duties, responsibilities, qualifications, and requirements for the purpose of clarifying the general nature and scope of a position’s role as part of the overall organization. Job descriptions do not list all tasks an employee might be expected to perform, and they do not limit the right of the employer/supervisor to assign additional tasks or otherwise to modify duties to be performed – even if seemingly unrelated to the basic job. Every employee has a duty to perform all assigned tasks. (An employee who is assigned a duty or task believed to be unlawful should report the assignment to the Chief Human Resources Officer.) It should also be noted the order of duties/ responsibilities as listed in the job description is not designed or intended to rank the duties in any order of importance relative to each other.

MINIMUM REQUIREMENTS

In filling a vacant position, preferred or required credentials regarding education, training, experience, and other bona fide occupational qualifications may be established. The credentials shown in this job description may be interpreted only as the minimum criteria existing at the time the description was developed. Other bona fide occupational qualifications and criteria may be utilized as needed in the selection process.

Revised: May 2018