



DAVID DOUGLAS SCHOOL DISTRICT #40
JOB DESCRIPTION
Licensed-Teacher on Special Assignment (TOSA)

JOB TITLE: TOSA - Student Behavior Specialist – Elementary

Reports To: Elementary Principal

Job Purpose Statements: The primary purpose of the position of Student Behavior Specialist is to cultivate and promote a safe, learning-centered school environment by encouraging positive student behaviors, supporting classroom teachers in student behavior management, fostering a culture of high expectations for all students and building positive partnerships with families.

Essential Job Functions:

- **Access** and deliver social/emotional based programs and curriculum to support student's access to the academic curriculum.
- **Assist** in the training of staff to implement behavior modification techniques and serve as a resource to teachers on best practices in classroom management and student interventions.
- **Support** and train staff in: defining and measuring behavior; understanding principles of reinforcement; teaching new behavior; implementing strategies for improving positive behavior; and identifying antecedents.
- **Work** cooperatively with building administrator and the school team to promote positive student behavior by providing professional development that targets research, strategies and modeling of instructional practices to support teachers in their implementation of positive behavior support in their classrooms.
- **Gather and analyze** information to develop individualized behavior support plans and interventions with the school team.
- **Review, analyze and use** behavior referral and SWIS data reports on a regular basis.
- **Manage** the data collection for student's home and classroom programs and use ongoing assessments to maintain a record of student progress.
- **Create and monitor** the Behavior Support staff schedules assigned to student interventions.
- **Collaborate** with the school's Multi-Tiered System of Supports TEAM to identify students in need of Tier 2 or Tier 3 behavioral intervention, assist in the planning of those interventions, and provide assigned interventions.
- **Maintain** relations with student/home environment when developing programs/plans. Coordinate with parents as well as the team to find community resources for dealing with challenging behaviors and engage parents in the "student behavior intervention plan."
- **Develop** working relationships with school staff, families and outside services in order to provide a network of support.
- **Facilitate** and coach teams through the development and implementation of Functional Behavioral Assessments/Behavior Intervention Plans and crisis plans for identified students. Design plans that address classroom organization, effective instruction, social skills instruction, and ethical issues.
- **Coordinate** with district staff to develop procedures for working with and assisting students with challenging behaviors.
- **Implement** culturally competent practices and culturally responsive school-wide and classroom management strategies to provide equity and access for all students.
- **Assist** operations as assigned by the principal; may include activities such as monitoring of student attendance; creating daily schedules; supervising of students to ensure a safe and non-threatening environment; processing of major and minor referrals.
- **Perform** other duties as assigned.

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Other Job Functions:

Demonstrate experience as an educator who is culturally competent and can show an ability to improve student outcomes and reduce the achievement gap. Must be able to bring a passion for ensuring that all students have access to the opportunities that will allow them to succeed.

Job Requirements – Qualifications:

- **Experience preferred and/or willingness to receive training with:**
 - working with students with behavioral challenges
 - developing Behavior Support Plans and Interventions
 - using Microsoft Excel to manipulate data and generate reports
 - knowledge and experience working with PBIS systems
 - CPI trained
 - culturally competent practices

Skills, knowledge and/or Abilities Required:

Skills in demonstrating the ability to plan, collaborate, to be a reflective practitioner, and to evaluate strategies for improving student behavior. Has effective communication skills with students, parents and other school personnel. Ascribes to the philosophy that all children can succeed and demonstrates the commitment to do what is necessary to make this a reality.

Knowledge of instructional theory and best practices for behavior intervention strategies and using data to make informed decisions.

Abilities to stand and walk for prolonged periods, perform a variety of specialized and responsible tasks, maintain records, establish and maintain cooperative working relationships with students, parents, and other school personnel, meet schedules and deadlines. Significant physical abilities include lifting/carrying/reaching/handling, talking/hearing conversations, near/far visual acuity/depth perception and accommodation field of vision.

Education Required: Bachelor's Degree

Licenses, Bonding and/or Testing Required: Appropriate Teacher Standards and Practices Commission license, Criminal Justice fingerprint clearance, and valid driver's license and evidence of insurability. Must be willing to be CPI trained.

Multi-Cultural preferred. Bi-Lingual candidate preferred. ESOL and/or Reading endorsement preferred.

The David Douglas School District welcomes applications from candidates that expand the District's diversity.

Terms of Employment: Salary and work year according to the current contract and school calendar.

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

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David Douglas School District Drug Testing and Criminal Background check

Per district policy all offers of employment shall be contingent upon the successful passing of a district required drug test and criminal background check. David Douglas School District's Human Resources will designate where and when the testing will be conducted. The offer of employment will be withdrawn from candidates who test positive for drugs.