



**David Douglas School District #40
Licensed Job Description
Teacher on Special Assignment (TOSA)**

JOB TITLE: TOSA-Behavior Intervention Specialist

Reports To: Director of Student Services

Job Purpose Statement/s: The position of Behavior Specialist will support school teams to implement behavior and social skills interventions leading to student success by providing supportive consulting services to assist staff and families in the development and implementation of comprehensive behavior intervention plans for students. This position will assist building teams with:

- Data systems for monitoring student progress and decision making for students presenting behavioral concerns.
- Functional Behavior Assessments and Behavior Support Plans

Essential Job Functions:

- **Work** with the principals and school teams on complex behavior support planning and implementation and data collection.
- **Support** schools with implementation and development **Tier 2 and Tier 3 systems** and progress monitoring teams.
- **Train** and follow-up with implementers to ensure accuracy and fidelity with plan implementation.
- **Demonstrate** strong consultation and political skills to navigate challenges of supporting students with behavior challenges across settings.
- **Consult** with building teams to develop to safety plans and ensure staff trainings occurs.
- **Support** and **Assist** in training educational assistants in assigned programs.
- **Handle** cases with unique demands at the request of the principal, case manager or Director of Student Services.
- **Maintain** accurate and complete records as required by law, district policy, and administrative regulations.
- **Locate** needed resources for staff and students beyond what is available in schools.
- **Knowledge** of how to access mental health support for students and family.
- **Assist** family engagement in student support.
- **Perform** other duties as assigned by the Director of Student Services.

Other Job Functions:

- **Apply** strategies of Non-Violent Crisis Intervention as may be required for the purpose of providing a safe and optimal learning environment.
- **Maintain** training and certification in Non-Violent Crisis Intervention, First Aid, and other trainings as determined necessary for the job.
- **Consults** with building teams on Threat Assessments

Job Requirements – Qualifications:

- Knowledgeable about school-wide PBIS in addition to the Targeted and Tertiary systems.
- A minimum of three years experience working with students with disabilities.
- Knowledge of regular, Special Education and Americans with Disabilities law.
- Effective and demonstrated skills in:
 - ◆ Leadership
 - ◆ Planning, developing and evaluating special education programs
 - ◆ Communication, both in writing and orally
 - ◆ Conflict resolution
 - ◆ Mediation

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- ◆ Interpersonal skills with individuals, teams and groups (student, parent, educator, specialist, administrator and support staff)
- ◆ Working collaboratively with various groups within the school and community
- ◆ Presenting to small and large groups for staff development
- ◆ Time Management
- ◆ Problem-solving and development of solutions
- ◆ Planning and facilitating meetings
- ◆ Gaining consensus in groups and among varied audiences
- ◆ Knowledge of positive behavior support, Functional Behavior Assessments and supporting teams in writing/implementing Behavior Support Plan

Skills, Knowledge and/or Abilities Required:

Skills in planning, developing, and implementing curriculum appropriate to the handicapped learner and assisting disabled students in realizing success. Effective communication skills with students, parents and other school personnel.

Knowledge of Positive Behavioral Intervention and Supports (PBIS), functional behavioral assessment and behavioral intervention, instructional theory and best practices, curriculum, state and federal education and handicapped learner codes and district policies.

Abilities to stand and walk for prolonged periods, perform a variety of specialized tasks, maintain records, establish and maintain cooperative working relationships with students, parents, other school personnel, meet schedule 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. Special Education Licensure preferred.

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

Multi-Cultural preferred. Bi-Lingual preferred.

ESOL and/or Reading endorsement preferred.

Other: First aid card and cardiopulmonary resuscitation certificate.

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

Evaluation: Performance of this job will be evaluated in accordance with provisions of the Board's Policy on Evaluation of Licensed Staff Personnel.

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.