



TEHAMA COUNTY DEPARTMENT OF EDUCATION JOB DESCRIPTION BEHAVIOR SUPPORT SPECIALIST

DEFINITION:

Under supervision, this position will provide behavioral support services and assistant to Tehama County students with mental health & behavioral issues including: implementation of comprehensive positive behavioral support plans, and effective behavior management strategies.

ESSENTIAL FUNCTIONS AND JOB DUTIES:

Any one position may not include all of the listed duties, nor do all of the listed examples include all tasks that may be found in positions within this classification.

Communication and Coordination

- Serve as a liaison between Behavior Analyst, school site staff, and district personnel.
- Collaborate with Behavior Analyst regularly.
- Provide feedback or data to therapists, specialists, and teachers about student performance, progress, and behavior.
- Participate in developing data collection systems and monitor data collection to ensure the success of the behavior plan in accordance with Individual Education Programs (IEPs).

Implementation and Support

- Perform and implement a variety of intensive behavior support tasks.
- Assist in delivering behavior-analytic services and practices under the direction of Behavior Analyst.
- Implement approved strategies for behavior management, student self-care, and academic learning.
- Assist therapists, specialists, and teachers to implement behavioral strategies and program modifications in accordance with the plan and support provided by the Behavior Analyst.

Documentation and Administration

- Prepare and maintain related records and reports. Document student academic and social-emotional performance as related to behavior progress.
- Collect relevant data as directed and maintain a variety of records or files. Drive own vehicle often for department business.

EXPERIENCE AND EDUCATION:

Any combination of education, training, and experience that demonstrates the ability to perform the duties and responsibilities as described is qualifying.

- Bachelor's Degree preferred.
- Registered Behavior Technician (or ability to complete training within six months of employment) required.
- Experience working in an education setting implementing intensive behavioral intervention programs for students with complex and/or severe behavioral problems preferred.
- Certification by the Crisis Prevention Institute (CPI) in non-violent crisis interventionists, first aid, and CPR training desirable.

KNOWLEDGE OF:

- Basic concepts of child growth and development and developmental behavior



Tehama County Department of Education
Job Description
Behavior Support Specialist

Official: 
Effective: 11/08/2024

- characteristics, particularly pertaining to pupils with special learning needs.
- Behavior management strategies and techniques relating to pupils experiencing behavioral difficulties. Trauma informed practice approach to working with students and schools.
 - Positive behavioral interventions and applied behavior analysis. Basic instructional strategies and techniques.
 - General understanding of student learning styles and modalities. Appropriate English usage, punctuation, spelling, and grammar. Basic arithmetic concepts.

ABILITY TO:

- Maintain confidentiality.
- Exercise extreme levels of patience in stressful situations and students who act out verbally or physically.
- Appropriately manage student behavior and guide student toward more acceptable social behaviors.
- Implement positive behavior support plans and model appropriate behavioral interventions. Work collaboratively with others and participate in staff meetings, professional learning communities, or in-service meetings as directed.
- Collect and analyze data.
- Communicate effectively in oral and written form.
- Perform routine clerical tasks and operate a variety of educational and office related machines and equipment.
- Understand and carry out oral and written directions.
- Establish and maintain cooperative working relationships with children and adults.

PHYSICAL DEMANDS:

Reasonable accommodation may be made to enable a person with a disability to perform the essential functions of the job.

TERMS OF EMPLOYMENT:

Salary and work year to be established by County Superintendent.

HRS Office Use Only

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APPROVED

Print Name: Noelle DeBortoli

Title: Director, Human Resource Services

Signature: 