

The Behavior Intervention Teacher Specialist is a specialized certified assignment that requires leadership and the ability to effectively coordinate and collaborate in the ongoing planning, implementation, and development in the area of assignment. The Behavior Intervention Teacher Specialist supports school staff in working with students who have a wide range of significant social, emotional, and behavioral needs. The Behavior Intervention Teacher Specialist works closely with the Exceptional Student Services Director to ensure that programs that support students with behavior needs are established and implemented effectively and efficiently. The Behavior Intervention Teacher Specialist collaborates with administrators, certified coordinators, teachers, and other relevant staff in supporting student and school success.

**Chain of Command**

The Behavior Intervention Teacher Specialist reports to the Director of Exceptional Student Services.

**Competencies of the Behavior Intervention Teacher Specialist**

The Behavior Intervention Teacher Specialist shall possess knowledge of local, state and federal curriculum and assessment requirements as well as current policy related to Arizona Standards in their area of assignment. Additionally, listed below are the competencies required for this position:

- **Accountability:** Holds self and others accountable for teaching the curriculum, and measurable high-quality, timely, and cost effective results. Determines objectives, and sets priorities. Accepts responsibility for mistakes.
- **Communication:** Effectively communicate to audiences in diverse situations through strong written and verbal communication skills.
- **Collaboration:** Works productively and positively with others within and across grade level teams and departments at schools.
- **Problem Solving:** Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.
- **Resilience:** Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
- **Results Oriented:** Drives towards achievement of challenging goals, through a disciplined approach to work, using risk analysis, aligning strategy and mission, and regularly reviewing key measures of results.

## **Essential Duties of the Behavior Intervention Teacher Specialist (BIT)**

- Collaborates with District personnel, school administrative teams, General Education & Special Education teachers, Related Service providers, and other relevant staff to support delivery of instructional, behavioral, social, and emotional services and supports for students with and without disabilities.
- Supports school teams in conducting functional behavior assessments (FBA) and developing Behavior Intervention Plans (BIP).
- Assists with the development and implementation of district policies and procedures related to programs for students with behavior, social, and emotional needs.
- Develops and facilitates trainings regarding systems for behavior management, including data collection, de-escalation techniques and positive behavior supports.
- Facilitates and supports implementation of IDEA-required processes (e.g., IEP, Evaluation, Manifestation Determination).
- Supports teacher and staff implementation of IEPs and Behavior Support Plans (BSPs) at the school level.
- Sets expectations for the District Instructional Assistants' role while working with students. Meets regularly with Instructional Assistants to provide feedback and support, and follow up on expectations.
- Participates in the preparation and monitoring of Instructional Assistant (IA) allocation and screening; supports interviewing and hiring of qualified staff.
- Assists the Director with the overall evaluation of the department's behavior programs and services, and supervises IA staff as assigned.
- Possesses understanding of Federal and state laws, board policy and District procedures related to students with disabilities.
- Ensures compliance with Federal and state laws and District policies and procedures.
- Works with district and school teams to coordinate and/or participate in district and department projects and committees.

### **Minimum Qualifications**

Bachelor's Degree in specialized area of assignment; or

Equivalent combination of education and experience to successfully perform the essential duties of the job listed above

Valid Arizona Teacher Certification

### **Preferred Qualifications**

M.A.Ed. in Special Education

Special Education Teaching Experience

Experience working with children with significant social, emotional, and behavioral needs

Educational Leadership Experience