Behavioral Interventionist

Purpose Statement
The job of Behavioral Interventionist is done for the purpose/s of providing support to the instructional program with specific responsibilities for effecting positive behavioral change in students; providing referrals to families and/or students; and complying with mandated policies, regulations and/or procedures for students with serious behavioral needs.

This job reports to Director

Essential Functions

- Acts as liaison with District staff the public and mental health community (e.g. Counselors, Therapeutic Learning Classrooms, Social Workers, Process Coordinators, Psychologists, Principals, etc.) for the purpose of supporting individual student development goals.

- Assists School Psychologists and Licensed Professional Counselors for the purpose of developing Functional Behavioral Assessments and Behavior Intervention Plans.

- Assists in developing appropriate educational programming for at students at-risk for the purpose of establishing and maintaining appropriate school behaviors.

- Collaborate with staff in the general ed and/or sped environments for the purpose of providing support to the educational process.

- Conducts workshops, training, in-service presentations, etc. in classroom management techniques and other topics for the purpose of developing skills and establishing effective relationships with at-risk students and those with behavioral needs.

- Consults with teachers to establish positive educational environments for the purpose of increasing learning opportunities for all students.

- Maintains documentation and monitors the behavior data of students for the purpose of ensuring compliance and mandated policies, regulations and/or procedures.

- Observes students in multiple environments for the purpose of participating in providing data for formal assessment reports and plans.

- Participates in meetings, such as IEP or 504, for the purpose of developing appropriate social, emotional, and behavioral goals.

- Participates in a variety of meetings, workshops and committees for the purpose of conveying and/or gathering information required to perform functions and remaining knowledgeable with program guidelines.

- Provides individual or group sessions for students for the purpose of teaching social and behavioral strategies and coping skills.

- Serves on multi-disciplinary district team to review student referrals for the purpose of creating a plan to meet individual needs.
● Serves on district team to review district and school wide data for the purpose of allocating resources.

Other Functions
● Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.

Job Requirements: Minimum Qualifications

Skills, Knowledge and Abilities
SKILLS are required to perform single, technical tasks with a potential need to upgrade skills in order to meet changing job conditions. Specific skill based competencies required to satisfactorily perform the functions of the job include: effective listening; guiding others; monitoring activities; problem solving; record keeping.

KNOWLEDGE is required to perform basic math, including calculations using fractions, percents, and/or ratios; read a variety of manuals, write documents following prescribed formats, and/or present information to others; and understand complex, multi-step written and oral instructions. Specific knowledge based competencies required to satisfactorily perform the functions of the job include: age appropriate activities/behaviors; codes/laws/rules/regulations/policies; health standards; office practices; treatment modalities and assessment; 504 and IEP Process. Knowledge of Mandt System, CPI, or other crisis management program would be an asset.

ABILITY is required to schedule a number of activities, meetings, and/or events; gather and/or collate data; and use basic, job-related equipment. Flexibility is required to work with others in a variety of circumstances; work with data utilizing defined and similar processes; and operate equipment using defined methods. Ability is also required to work with a diversity of individuals and/or groups; work with data of varied types and/or purposes; and utilize specific, job-related equipment. Problem solving is required to identify issues and create action plans. Problem solving with data may require independent interpretation; and problem solving with equipment is limited to moderate. Specific ability based competencies required to satisfactorily perform the functions of the job include: communication with diverse individuals and groups, adaptability/flexibility; reliability; confidentiality; decision making; detail oriented.

Responsibility
Responsibilities include: working under limited supervision following standardized practices and/or methods; leading, guiding, and/or coordinating others; operating within a defined budget. Utilization of some resources from other work units may be required to perform the job’s functions. There is a continual opportunity to significantly impact the organization’s services.

Work Environment
The usual and customary methods of performing the job’s functions require the following physical demands: some lifting, carrying, pushing, and/or pulling, some stooping, kneeling, crouching, and/or crawling and significant fine finger dexterity. Generally the job requires 50% sitting, 30% walking, 20% standing. This job is performed in a generally clean and healthy environment.

Experience: Job related experience with increasing levels of responsibility is desired.

Education (Minimum): Bachelors degree in job-related area.

Education (Preferred):
Equivalent: Master’s degree or above preferred.

Required Testing
CPI, or other board approved crisis management program
Mandt System

Certificates and Licenses
Missouri State Teaching Certificate or Board Certified Behavior Analyst (BCBA) Certification Required.
Training in behavior strategies and therapeutic behavioral techniques and supports preferred.

Continuing Educ. / Training
Maintain Certificate License

Clearances
Criminal Justice Fingerprint/Background Clearance
Behavioral Interventionist

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<tr>
<th>FLSA Status</th>
<th>Approval Date</th>
<th>Salary Grade</th>
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<tbody>
<tr>
<td>Exempt</td>
<td>7/17/2019</td>
<td>See Certificated Salary Schedule</td>
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Revised Date
11/1/2023

The purpose and utilization of job descriptions in Liberty Public School District #53 are to ensure the essential functions of each position are articulated in order to create a clear understanding of job expectations for the incumbent while also providing a framework through which the recruiting, hiring, and retaining of employees may be enhanced.