
BOARD AGENDA ITEM

Information/Discussion _____

Future Action _____

Action

Item: Request for Behavioral Coach – Center Programs

Submitted by: Paul Dymowski Kirsten Myers Date: March 28, 2023
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Recommended by: Dave Rodgers Board Meeting Date: April 17, 2023
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RECOMMENDATION:

Additional position:

- Center Programs – Behavioral Coach

BACKGROUND:

Due to an increase in behavior across Center Programs and the county, this position is needed to assist in the creating of a Multi-Tiered System of Supports in Center Programs. The Behavioral Coach would also work with staff to deepen student understanding through data analysis and the development of Positive Behavior Support Plans to support increased student growth and achievement around behavior and its function.

POSITION DESCRIPTION

Title:	Behavior Coach
Reports to:	Director of Special Education
Terms of Employment:	200 Day Contract
Salary:	Commensurate with education and experience
Benefits:	Excellent benefit package includes medical, dental, vision insurance; sick and personal days; Michigan School Employment retirement program

BROAD STATEMENT OF RESPONSIBILITIES:

This position is responsible for providing educational leadership and expertise regarding social emotional and behavioral learning at the Tier III level through providing technical assistance, professional development, consulting, and coaching to local and regional programs.

DUTIES AND RESPONSIBILITIES:

1. Works with staff, students, parents, local educational agencies, public school academies, and community to build a shared vision of social-emotional learning at the Tier III level through an MTSS lens.
2. Works with staff, students, families, and community agencies to support student and programs which align to county, district, and building goals.
3. Assist local districts through coaching and consultation in supporting effective communication and complex behavior and with the implementation of appropriate evidence-based curriculum, service delivery, and high-quality program development.
4. Uses the working knowledge of effective instruction in establishing school processes and routines that engage teachers/staff in regular monitoring of student progress and evaluation, adaptation, and improvement of interventions and strategies which meet the individualized needs of students with behavioral needs.
5. Consult with local districts regarding MTSS (Multi-Tiered Systems of Support) model implementation relative to intensifying interventions for social-emotional growth.
6. Works with staff to deepen student understanding through data analysis and the development of Functional Behavior Analysis and Positive Behavior Support Plans to support increased student growth and achievement around behavior and its function.
7. Provide county, district, and building professional development and coaching to work with students with behavioral challenges.
8. Develop, coordinate, and implement coaching, consultation and technical assistance for students with complex behavioral needs and local and regional EI programming.
9. Learns and uses emerging technologies in supporting professional learning.
10. Attend IEP's as determined for the purpose of facilitating process.

11. Assist local districts' special education staff with Least Restrictive Environment decision-making matrices.
12. Coordinate with staff pursuant to referrals, requests for service, and other identified needs.
13. Attend Kent ISD Board meetings, Parent Advisory Committee, Coaching Collaborative, and/or other county-wide meetings as assigned.
14. Represent Kent ISD at State/Regional meetings as assigned
15. Works with local districts to establish building and district systems, processes, trainings, and shared leadership to ensure full compliance with the IDEA, Michigan Administrative Rules for Special Education, and the Kent ISD Special Education Plan.
16. Ensures compliance with the Individuals with Disabilities Education Act (IDEA), Michigan Administrative Rules for Special Education (MARSE), Kent ISD Board of Education and Organizational Policies, and other applicable rules and regulations.
17. Solicit, write, and support implementation of grants (START, etc.).
18. Performs other duties as directed by supervisor.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:

1. Valid Michigan professional certification in an area related to Special Education required.
2. Master's degree in Special Education or related field and Board Certified Behavior Analyst Certification preferred.
3. Three years' successful experience in education related field which includes behavioral services.
4. Experience developing training and support programs related to mental health/social-emotional learning.
5. Must possess exceptional organizational, verbal, and written communication skills to effectively interact with superiors, peers, subordinates, local/state/national education reps, and regulatory/funding agencies, constituent districts, and the public-at large.
6. Knowledge of special education laws, rules, regulations, and compliance responsibilities.
7. Demonstrates a strong commitment to equity, social justice, and inclusion in all practices and position responsibilities.
8. Experience with supporting behavior through FBA and PBSP's and evidence of fidelity of implementation.
9. Trained in Non-Violent Crisis Intervention.

The above is intended to describe the general content of and requirements for the performance of this position. It is not to be construed as an exhaustive statement of duties, responsibilities, or requirements.

To **Apply:** Kent Intermediate School District manages employment applications online. No hardcopy applications/resumes will be accepted for this position.

- Applications must be completed online at www.applitrack.com/kent/onlineapp
- Please note, due to the large number of applications, we are unable to attend to e-mail or telephone inquiries on application status.
- All candidates will be timely notified regarding their application status.

The final candidate for this position will be required (at their cost) to furnish Kent Intermediate School District with a current Michigan State Police and FBI criminal records LiveScan check prior to our recommendation to hire.