



## POSITION DESCRIPTION

<b>Title:</b>	<b>Behavior Coach</b>
<b>Classification:</b>	Professional
<b>Reports to and Evaluated By:</b>	Principal of Lincoln School
<b>Terms of Employment:</b>	200 Days – Grade 7
<b>Positions Supervised:</b>	None

### **BROAD STATEMENT OF RESPONSIBILITIES:**

This position is responsible for providing educational leadership and expertise regarding social emotional learning through providing technical assistance, professional development, and coaching to local, regional and/or Center 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 through an MTSS lens.
2. Works with staff, students, families and community agencies to support student and programs which align to county, district, building goals.
3. Assist LEAs with evidence based curriculum, service delivery and 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 LEA's and/or Center Programs 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 Positive Behavior Support Plans to support increased student growth and achievement around behavior and its function.
7. Provide county, district, building professional development and coaching to work with students with behavioral challenges.
8. Develop, coordinate, and implement coaching models and cycles of support for LEAS and/or Center Programs.
9. Learns and uses emerging technologies in supporting professional learning.
10. Attend IEP's as determined for the purpose of facilitating process.
11. Assist LEA 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 LEA's 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 Intermediate School District 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 related field.
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.
5. Must possess exceptional organizational, verbal and written communication skills to effectively interact with superiors, peers, subordinates, local/state/national education representatives 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.
10. Must pass criminal background check as required by School Safety Legislation.

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.

## POSITION DESCRIPTION

**Title:** Registered Behavior Technician (RBT) – SPECIAL EDUCATION

**Compensation:** \$18-20/hour based on experience

**Reports to:** Autism Coaches

**Terms of Employment:** 200 days

**Positions Supervised:** None

### **BROAD STATEMENT OF RESPONSIBILITIES:**

RBTs support the coaching initiatives of the Autism Coaches/BCBAs at Kent Intermediate School District. These initiatives typically involve working with local, regional, and center program teams in developing communication, social, functional, and pre-academic skills as well as reduction of negative behaviors.

### **SPECIFIC DUTIES AND RESPONSIBILITIES:**

1. Work alongside the Autism Coaches across local, regional, and center programs
2. Respond to assignments provided by Autism Coaches and/or Kent ISD Special Education Administration
3. Model for staff by working with children with ASD to provide intensive behavioral instruction, including discrete trial teaching, natural environment teaching, small group instruction, and Skill-Based Treatment
4. Provide support and modeling to staff to make the most of their efforts in making instructional strategies universal across all areas of the student's school environment
5. Support teams in establishing data collection systems by modeling and collecting data alongside local/regional/center program staff
6. Accept feedback and fidelity checks in a professional manner and respond appropriately
7. Effectively communicate and collaborate with teachers, itinerate staff, paraprofessionals, and Autism Coaches
8. Use professional judgment to respond to local/regional/center program staff requests and needs
9. Maintain student confidentiality of sensitive and privileged information and adhere to all FERPA, rules, and guidelines
10. Participate in regular meetings and trainings
11. Maintain the high ethical standards as denoted by the Behavior Analysis Certification Board (BACB®)
12. Other duties as assigned

### **KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:**

1. Work independently with minimal direction
2. Minimum of high school diploma (bachelor's or associates degree in psychology, special education, social work, or a related field preferred)

3. Ability to prioritize tasks and meet assigned deadlines
4. Capable of actively playing with children in a variety of environments
5. Basic knowledge of ABA and experience implementing behavioral techniques strongly preferred
6. Ability to lift at least 50 lbs
7. Reliable means of transportation
8. Must complete RBT training hours within 90 days of hire (if not already certified or have taken comparable coursework)
9. Must pass criminal background check as required by School Safety Legislation.

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.