



District Office
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TITLE: Behavior Interventionist & PBIS Coordinator	FLSA: Exempt
REPORTS TO: Curriculum Director	POSTED: December 7, 2023
SALARY: Salary commensurate with credentials and experience (\$50,000-\$73,500)	NUMBER OF DAYS: 195 days
LOCATION: Work in each Elementary School	

POSITION SUMMARY

The main function of this role will be to proactively support classrooms with students who are struggling with behavior issues and emotional disturbances in the regular classroom/school setting. The Behavior Interventionist will work proactively with staff to review, coordinate and assist with implementing activities of the school’s Positive Behavioral Interventions and Supports Team. The individual will work under the direction of the Curriculum Director and in coordination with the Building Principals.

DUTIES AND RESPONSIBILITIES

These duties and responsibilities are judged to be “essential functions” in terms of the Americans with Disabilities Act (ADA). The statements below are intended to describe the general nature and level of work being performed by a person in this position. They are not to be construed as an exhaustive list of all duties that may be performed by such a person.

- Provide behavior interventions, which reflect current best practices, individually and/or through small flexible group instruction on a triage basis.
- Work directly with school staff to identify students in need of behavior intervention in an attempt to resolve social/emotional issues that hinder student learning prior to student referrals for disciplinary action.
- Develop and model appropriate behavior interventions for classroom staff.
- Assist with data collection and support plans development, and monitor implementation.
- Work with the principals to oversee, develop and coordinate training for the Behavior Support SSPs.
- Implement research-based intervention models as directed by the principal or Curriculum Director.
- Provide support to the buildings in reviewing and updating PBIS systems.
- Work collaboratively with parents and staff to involve all stakeholders in the educational process to create positive and meaningful outcomes for each student in terms of behavior and achievement.
- Participate in student support team meetings as needed.
- Other duties may be assigned by the administration.

Together, we succeed.

RECOMMENDED EMPLOYMENT QUALIFICATIONS

EDUCATION:

- Bachelor's degree in applicable field from an accredited college or university
- Master's degree *preferred*

CERTIFICATES, LICENSES REGISTRATIONS:

- Valid Michigan Teaching Certificate - *preferred*
- School Social Worker, Counselor, Psychologist or Behavior Analyst - *preferred*
- Crisis Prevention Institute certification or willingness to obtain

EXPERIENCE:

- Experience and knowledge of Positive Behavioral Interventions and Supports
- Experience working with students struggling with emotional and behavioral issues.
- Experience working with students who have experienced trauma.
- Demonstrated knowledge and experience working with At-Risk students.
- Experience with children in a group setting.
- Experience with planning lessons and activities that support a learning environment.
- Worked in a school setting in the last five years. Classroom teacher experience - *preferred*.

OTHER KNOWLEDGE, SKILLS AND ABILITIES:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to analyze root problems leading to disruptive behaviors as well as develop and implement behavioral intervention plans designed to decrease negative behavioral responses.
- Ability to track intervention plans and strategies and coordinate communication between students, parents/guardians and relevant community resources.
- Ability to communicate orally and in writing with students, parents and teachers.
- Ability to work as a team with teachers and administrators and follow through with decisions made.
- Knowledge of teaching and activity methods used with young children; materials/equipment used in group settings of young children; principles of child development and behavior of individual children; positive discipline and redirection techniques.
- Demonstrate personal initiative, motivation, and organizational skills.
- Work as part of an educational team.
- Ability to maintain confidential information for protection of student rights and privacy.
- Have working knowledge of the developmental needs of children and ability to communicate successfully and develop a rapport with students.
- Ability to write reports, keep data and articulate the information to others.
- Ability to set consistent time limits as well as to provide an understanding of those struggling with behavioral issues.

The information contained in this job description is for compliance with the American with Disabilities Act (ADA) and is not an exhaustive list of the duties performed for this position. Additional duties are performed by the individuals currently holding this position and additional duties may be assigned.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit and talk or hear. The employee frequently is required to walk and stand and move quickly. Ability to move around the classroom including stooping, bending, standing for extended periods and moving heavy objects. Crisis intervention may require participating in physical restraints. Specific vision abilities required by this job include close vision, color vision, and depth perception. While performing the duties of the job the employee may be required to leave the building.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment usually varies. Work is performed indoors and outdoors during the school year.

If interested in this position, please apply through [FastTrack](#).

A completed online application is required for all applicants.

Position will be posted until filled.

It is the policy of St. Johns Public Schools that no person or applicant shall be discriminated against based on any protected class, be excluded from participation in, or be denied the benefits of any program or activity and in employment.