



# Behavior Coach

*Exempt*

## **General Definition of Work**

The Behavior Coach increases the capacity of teachers to improve their classroom management skills and the culture of their classrooms through the delivery of professional development, peer coaching, and the modeling of techniques and strategies. The Behavior Coach works directly with students in need of tier 2 and tier 3 behavior support.

## **Qualification Requirements**

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

## **Salary**

State Salary Schedule

## **Reports to**

School Administrator

## **Essential Functions**

- Provide professional development to school staff on restorative justice and other interventions and strategies.
- Research and obtain external resources on classroom management and the development of strong classroom cultures.
- Create lesson plans for PBIS Expectations.
- Support and coach staff on implementing PBIS with fidelity, including positive redirection.
- Model classroom management strategies to improve classroom culture and develop an effective instructional environment.
- Provide behavior interventions for students in tier 2 and 3.
- Conduct an analysis of gaps between the school's mission/vision and teachers' classroom management and classroom culture.
- Observe teachers' classroom practice to diagnose the gaps in teachers' classroom management and classroom culture.
- Provide feedback to teachers on their ability to manage student behavior, implement PBIS and create effective classroom learning environments.
- Work with teachers to problem-solve specific classroom management and student behavior challenges through the lenses of instruction, curriculum, and environment.
- Ensure alignment between the teachers' classroom actions, PBIS, and school's vision / mission.
- Serve on the School Improvement Team, MTSS and PBIS Goal Team.

## **Knowledge, Skills, and Abilities**

- Effective interpersonal skills.
- Demonstrated ability of effective classroom management.
- Demonstrated ability to coach and support teachers.
- Demonstrated ability to facilitate professional development.



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## Education and Experience

- Bachelor's degree in Education.
- Minimum of five years successful teaching experience.

## Special Requirements

- Must hold or have the ability to attain a current valid North Carolina teaching license in the grade level appropriate to the schools' needs.

## Physical Requirements

- This work requires the occasional exertion of up to 10 pounds of force.
- Work regularly requires speaking or hearing, using hands to finger, handle or feel and repetitive motions, frequently requires sitting and occasionally requires standing, walking, stooping, kneeling, crouching or crawling, reaching with hands and arms, pushing or pulling and lifting.
- Work has standard vision requirements.
- Vocal communication is required for expressing or exchanging ideas by means of the spoken word.
- Hearing is required to perceive information at normal spoken word levels.
- Work requires preparing and analyzing written or computer data, operating machines, operating motor vehicles or equipment and observing general surroundings and activities.
- Work occasionally requires exposure to outdoor weather conditions.
- Work is generally in a moderately noisy location (e.g. business office, light traffic).

## Disclaimer

The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees to this job.