



BEHAVIOR MANAGEMENT TECHNICIAN

Non Exempt

General Definition of Work

Performs human support work managing student behavior through intervention, assisting teachers as needed, instructing students on various topics, supervising and assisting students as needed, compiling and maintaining student records, and related work as apparent or assigned. Work is performed under the moderate supervision of the Exceptional Children Program Director.

Qualification Requirements

- Two Year Associate Degree or equivalent required (minimum of 48 college credit hours, preferably in social services field, psychology, social work, counseling, etc.).
- Two years relevant experience required (e.g., experience in mental health or community services facility with BED students or as a teacher assistant or instructor with BED or “at risk” students).
- Active CPI Crisis Prevention & Intervention (CPI) certification desirable.
- Direct experience in crisis intervention.
- Experience in implementing effective individual and/or group behavior management plans.

Knowledge, Skills and Abilities

- Knowledge of NC Exceptional Children Policies.
- Some knowledge of the principles, practices and procedures of academic behavior management.
- Some knowledge of federal and state mandates and local procedures and regulations relating to academic behavior programs.
- Ability to develop and present orally and in written form; ability to establish and maintain effective working relationships with school officials, associates and the general public.
- Ability to handle multi-stressful situations. “Natural child worker” personal characteristics desired.

Salary

Pay Grade 62

Reports to

Exceptional Children Program Director

Essential Functions

- Removes students from situations when appropriate to facilitate de-escalation using Crisis Intervention and Prevention Techniques.
- Participates in planning for behavior interventions such as suggestions for helping the student practice new behaviors.
- Provides intervention as designated on BIP (behavior intervention plan).
- Collects data and or assist with development of behavior intervention plans.
- Shadows main-streamed exceptional children students to assist with transitions and or inclusion.
- Brainstorms interventions with exception children teachers as students develop patterns of disruptive behavior.
- Regularly obtains updates regarding behavior progress of exceptional children students.
- Collaborates with counselors, in-school suspension, teachers, administrators, and or behavioral support staff.
- Provides social skills training as part of the progress documentation.
- Maintains a list of exceptional children students at-risk for suspension.



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- Logs contacts and progress of exceptional children students on case load.
- Provides information related to behaviors targeted as well as frequency and outcomes of interventions implemented.
- Assists administration in school wide drills (i.e. fire, tornado, evacuation, etc.).
- Performs related work as required.

Responsibilities

- Provide crisis intervention services as needed.
- Assist in the development/coordination or implementation of behavior management programs.
- Assist with implementation of systematic plan for regular “base-touching” with students, particularly students with behavior/emotional needs.
- Maintain accurate logs of student progress, relative behavior and social skills development.
- Provide social skills training as part of the progress documentation may be warranted under the director of supervising EC teacher.
- Attend and/or participate in meetings for students in the EC program or those students whose behavior impedes their own learning or that of others.
- Consult with team regarding specific behaviors of students and participate in behavioral planning.
- Must fulfill requirements of CPI Certification following hire. The CPI Certification should be completed the first time offered through CCS, or complete CPI Certification independently within 30 days of first available CCS training.

Physical Requirements

- This work requires the occasional exertion of over 100 pounds of force.
- Work occasionally requires standing, walking, sitting, speaking or hearing, using hands to finger, handle or feel, reaching with hands and arms and pushing or pulling.
- 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 observing general surroundings and activities.
- Work has no exposure to environmental conditions; work is generally in a moderately noisy location (e.g. business office, light traffic).

Special Requirements

Crisis Prevention Intervention Certificate within six months.

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.