

# JOB DESCRIPTION

**TRENTON**  
**BOARD OF EDUCATION**  
**TEACHERS**  
**Behavior Specialist**

**JOB TITLE:** BEHAVIOR SPECIALIST

**REPORTS TO:** Principal or designee

**SUPERVISES:** N/A

## **NATURE AND SCOPE OF JOB:**

Responsible for critical elements associated with school improvement with an essential focus on improving the overall culture and climate of the assigned school. Will focus on developing a community where intentional relationship building is formed and the school community engages in shared problem-solving. Will also focus on assessing specific behaviors that impair learning or social/emotional functions, disturb, eliminate or otherwise negatively impact the person or school community. The work is to provide intervention-based strategies, techniques and other evidence-based practices related to behavioral interventions that assist with resolving behavioral dysfunctions that might manifest within the school community. This includes developing treatment plans for students and support and interventions for families.

## **QUALIFICATIONS:**

The Behavior Specialist shall:

1. Hold a Master's degree in Child Development, Behavior Analysis, Social Work or a related field (preferred).
2. Hold a New Jersey certificate.
3. Demonstrate knowledge of techniques needed to successfully complete effective Functional Behavior Assessments (FBA), function-based interventions, and Behavior Intervention Plans (BIP).
4. Demonstrate training and experience in provisions of school-based behavioral interventions for aggressive and disruptive behaviors (i.e. behavioral, cognitive, social skills programming, counseling and/or therapy).
5. Demonstrate experience and knowledge with a variety of behavioral support strategies and approaches.
6. Provide proof of U.S. citizenship or legal resident alien status by completing Federal Form I-9 in compliance with the Immigration Reform and Control Act of 1986.
7. Provide evidence that a criminal record history check has been conducted and clearance has been given by the Department of Education in accordance with N.J.A.C. 18A:6-7.1.
8. Provide evidence that health is adequate to fulfill the job functions and responsibilities with reasonable accommodation in accordance with N.J.A.C. 6:3-4A.4.
9. Pass the State required Mantoux Intradermal Tuberculin Test as required by N.J.A.C. 6:3-4A.4.

**EMPLOYMENT TERMS:**

The Behavior Specialist shall be employed under the following terms:

1. Work year of ten (10) months.
2. Salary, benefits and leave time as specified in the TEA Collective Bargaining Agreement.
3. Conditions established by laws and codes of the State and policies, rules and regulations established by the Board of Education (N.J.S.A 18A:27-4 et seq.).

**JOB FUNCTIONS AND RESPONSIBILITIES:**

The Behavior Specialist shall:

1. Successfully administer effective Functional Behavior Assessments (FBA), function-based interventions, and Behavior Intervention Plans (BIP).
2. Implement progressive discipline procedures and strategies including Positive Behavior Support in school.
3. Provide social and emotional support for students.
4. Provide ongoing support for developing positive responses or behaviors.
5. Work with individual students to create alternative strategies for dealing with conflict.
6. Provide strategies to students for problem-solving and conflict resolution.
7. Work with students and school community on fostering positive relationships and repairing relationships.
8. Organize and lead guided monthly discussions and assemblies preparing the school community to engage in effective communication and dialogue.
9. Assist parents and students to transfer positive behaviors from school to their homes.
10. Provide parents, students and staff with workshops on restorative practices.
11. Use on-going assessments to maintain a record of student progress.
12. Provide leadership to others through example and sharing of knowledge/skills.
13. Maintain positive relationships with students, staff and parents.
14. Adhere to all District policies, procedures and regulations.
15. Perform other related duties as directed by the immediate supervisor.

**EVALUATION**

The Behavior Specialist shall be evaluated in accordance with Board of Education Policy.