

Job Title: Behavior Strategist

Reports To: Immediate Supervisor

Prepared By: The Division of Human Resources

Board Approved Date:

Pay Grade Range: UR308 to UR112

Summary: The Behavior Strategist ensures that support is provided to behaviorally challenged students in compliance with State and Federal requirements and that appropriate supports are in place in the classroom setting.

Essential Duties and Responsibilities:

- Develops, facilitates, implements and evaluates staff development and in-service training related to behavior for all personnel.
- Recommends behavioral strategies related to disabilities.
- Assists administrators and Exceptional Student Services personnel with disciplinary procedures and behavior issues for students with disabilities and facilitate resolutions.
- Provides strategies related to behavior challenges in classrooms and other school settings.
- Provides assistance with IEP development and meetings when behavior issues arise.
- Provides technical assistance with the development and interpretation of various components of the Functional Behavior Assessment and the Behavior Intervention Plan of the IEP.
- Attends IEP meetings when needed to ensure consideration of the Least Restrictive Environment for initially identified students with Emotional Disturbance.
- Attends IEP meetings to assist with the resolution of parent/guardian, student, school administrator, and/or teacher concerns when needed.
- Monitors and follow-up implementation of Behavior Intervention Plans.
- Ensures the accessibility for all to the general education curriculum.
- Coordinates and supports classroom setting transfers and placements.
- Assists with Self-Review Special Education Monitoring, District Assessment Team Monitoring, LEAP Site Monitoring or any other district school improvement action.
- Attends local, state and national meetings when approved for professional development in the area of behavior.
- Collaborates with the Exceptional Student Services administrators when site determinations must be made for students with significant behavior concerns.
- Assists in location of equipment for audits.

- Organizes time, resources and workload in order to meet responsibilities.
- Conducts research of current information and training in behavioral analysis and positive behavioral interventions specific for students with disabilities.
- Serves as a liaison between home-school-community and promotes effective resource utilization and positive relation with various public agencies.
- Utilizes data to make informed recommendations regarding student behaviors.
- Provides intervention recommendations and strategies
- Networks with community agencies and provides referral services for mental health services.
- Provides support and resources on replacement behaviors and social skills across settings.
- Consults with pupil appraisal staff for the purpose of planning and developing interim and transition plans for students moving to behavioral class environments.
- Maintains accurate and complete written records of service delivery
- Maintains an advocacy role to assure that educational, social and emotional needs are met in accordance with established special educational laws, rules and regulations.
- Demonstrates crisis intervention and behavioral techniques to staff.

Other Duties:

Other duties as assigned that are related to the functions of the position.

Essential Functions/Qualifications/Requirements:

Education and Experience:

Minimum of a Master's degree from an accredited university or college with Louisiana certification (according to Bulletin 746), in special education, psychology, school psychology, counseling, social work or a related field, preferably with teaching experience in special education or experience in behavior management techniques or counseling. Experience working with students with emotional disturbance and behavior concerns, preferably in a classroom setting.

Work Environment Conditions:

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.

**Professional Conduct:**

The Employees are required to maintain a high standard of professional conduct. Breach of said professional conduct includes, but is not limited to, neglect of duty, dishonesty, engagement in acts that are contrary to East Baton Rouge Parish School System policy, unlawful activities, or any other conduct which is seriously prejudicial to the school system.

Technological Abilities:

To perform this job successfully, an individual must be proficient in general use of a computer, the use of Email as a form of communication, and other job-specific equipment, software, and/or applications.

Note: New employees coming to EBRPSS/current employees new to a position, must use the Verifent website to verify qualifying years of experience (outside of EBRPSS) aligned to the job description. All new employees to the district/current employees new to a position will receive 0 years of experience aligned to the job description until the verification of previous experience aligned to the job description is received.

[Verifent Link](#)

Experience verifications must be received in the Office of Human Resources within the first 6 months of employment in order to be eligible for a retroactive payment.