

## JOB DESCRIPTION

**Position Title:** Behavior Specialist

**Department/Location:** Division of Pupil & Family Supports

**Job Classification:** Professional Staff

**Reports to:** Director of Pupil Services

**Supervises:** N.A.

### Position Summary:

This position works in partnership with classroom and special education teachers across the district to support students demonstrating significant behavior challenges in the classroom. This position engages in classroom observation and collects data on student behavior in order to engage in the Functional Behavioral Assessment process for the purpose of developing a Behavior Intervention Plan to support the student in the general education classroom. This position will implement and utilize systems to monitor progress of the Behavior Plan and will collaboratively partner with the classroom teacher, other school-based staff, and the family to support the student's success.

### Qualifications:

- Bachelor's degree in Special Education, School Psychology, Counselor, Social Worker, and/or Behavior Sciences is required.
- Valid Wisconsin teaching certification
- Training or certification as a Board Certified Behavior Analyst (BCBA) is preferred.
- Minimum of 3 years of successful teaching experience, including the development of effective behavior intervention plans
- Certification and experience with crisis prevention and intervention strategies
- Demonstrated expertise with differentiated behavior approaches
- Demonstrated leadership experience, including facilitating adult learning and leading collaborative teams;
- Demonstrates initiative, adaptability, and a solutions-oriented mindset in dynamic school environments; and

**Essential Job Functions:**

- Support the process for a comprehensive behavioral assessments
- Support the development and implementation of behavior intervention plans
- Coach and model behavior modification techniques and strategies
- Collect and analyze behavioral data for continuous improvement
- Collaborate with educators to support their connection with families and healthcare providers
- Provide training and support to staff to increase home/school connection and collaboration
- Ensure there is monitoring and documentation of progress and guide the adjustment of plans as necessary
- Advocate for the needs of individuals with behavioral challenges
- Participate in multidisciplinary team meetings
- Stay current with research and best practices in behavioral science and provide training and professional development for these practices
- Works collaboratively with district staff and families to create supportive, inclusive, and respectful learning environments for all students, particularly students who exhibit challenging behaviors
- Leads and develops professional learning for staff regarding behavior support and management strategies from the universal through Tier III approaches
- Supports the development of accurate records of behavior incidents and supports the student team with ongoing progress monitoring in accordance with the individual behavior plan.
- Establishes a positive rapport with students, co-workers, and parents which conveys enthusiasm and caring.
- Consistently models the ethical implementation of evidence-based, positive behavior supports for all students
- Complies with the following requirement: The employee shall remain free of any alcohol or non-prescribed controlled substance in the workplace throughout his/her employment in the District
- Performs other duties as may be assigned

**Essential Physical/Mental Requirements:**

- Ability to sit or stand for prolonged periods, up to six hours in an eight-hour day
- Ability to move throughout classrooms and buildings efficiently
- Ability to communicate effectively in person, via phone, and digitally with staff, students, and families
- Dexterity and hand/eye coordination to operate instructional tools, computers, and office equipment

- Ability to maintain focus and concentration in environments with frequent interruptions and background noise
- Hearing ability adequate to participate in numerous conversations throughout the day, both in person and over the telephone
- This position includes in-district travel, and the person in this position must possess and maintain a Wisconsin Driver's License

### **Acknowledgment**

By signing this job description, I acknowledge that I have read and understand the duties, qualifications and requirements of the position. My signature further attests that I am able to perform the essential functions of this position with or without a reasonable accommodation. I understand that this job description does not represent a contract of employment and that the Wauwatosa School District reserves the right to change duties, responsibilities or activities with or without notice.

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Employee Signature

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Date Signed

Issued: 4/13/2026