



SPECIALIST - PBIS

SUMMARY/SCOPE/GOAL

Use recognized behavior analysis methods in assessment, implementation, and evaluation of students. Solicit content, coordinate, and deliver staff training on multiple platforms. Utilize staff development or grant funding to provide in-service program support for professional development training activities for instructional employees and administrators.

QUALIFICATIONS

EDUCATION AND RELEVANT EXPERIENCE REQUIREMENTS:

REQUIRED:

- Bachelor's Degree in exceptional student education or a related field with an emphasis in Behavior Analysis.
- Five (5) years classroom experience.

PREFERRED/DESIRED:

- Demonstrable knowledge of professional development programs and standards, with specific knowledge in the area of Positive Behavioral Intervention Supports (PBIS).
- Master's Degree from an accredited educational institution preferred.

CERTIFICATIONS/LICENSES/TRAINING:

REQUIRED:

- Certification in Behavior Analysis or Teaching Certification in appropriate content area.
- Valid Florida driver's license.

PREFERRED/DESIRED:

PERFORMANCE RESPONSIBILITIES

ESSENTIAL FUNCTIONS:

The tasks/competencies listed below represent most of the time spent working in this position. Supervisor may assign additional tasks within the scope of this classification as necessary.

1. Coordinates and provides in-service Learning and Development to schools in the area of Positive Behavior Intervention Supports.
2. Must be able to travel to schools, various educational sites within the District to provide training as necessary.
3. Train in program implementation, data collection, and monitoring implementation as warranted.
4. Serve as a member of and attend monthly meetings of school and District teams & committees as needed.
5. Present PBIS program to school and District teams.
6. Conduct staff development activities and training as defined by the District.
7. Provides data driven feedback and reporting geared towards participants, district leadership, and appropriate agencies. Work with all to develop appropriate interventions of sites with declining behavioral data.

8. Identify and coordinate resources for training programs, including site identification, materials acquisition, scheduling and communicating with target groups, and training vendors.

OTHER DUTIES:

Performs other duties as assigned commensurate with the skills and abilities of the position. Provides outstanding customer service and uses positive interpersonal communications skills. Makes all decisions and performs all tasks in accordance with Brevard Public Schools' strategic plan, vision, and mission. Ensures compliance with Board Policies, procedures, and applicable federal and state laws and regulations.

KNOWLEDGE, SKILLS, AND ABILITIES/TRAINING AND EQUIPMENT USAGE

JOB RELATED:

Ability to instruct and monitor classroom teachers, assistants, and pertinent school personnel in the implementation of positive behavior instructional supports, which may include strategies and techniques in applied behavior analysis. Ability to interact professionally with school and District personnel, and with other pertinent professionals. Ability to keep abreast of behavioral literature, practices, and regulations. Ability to understand and follow current guidelines and regulations for the implementation of behavior programming. Ability to demonstrate proficiency in oral and written presentation. Ability to develop, implement, monitor, and revise Behavior Plans for students.

GENERAL:

Knowledge and use of time management and organizational systems. Skill in meeting and exceeding customer/stakeholder expectations within the precincts of policy, procedure, and sound judgement. Skill in active listening and social perceptiveness. Ability to communicate effectively orally and in writing. Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems. Ability to sustain focus and attention to detail for extended periods of time.

EQUIPMENT:

May use smart boards, tablets, and other visual equipment for the purpose of training staff.

PHYSICAL DEMANDS/WORK ENVIRONMENT

PHYSICAL REQUIREMENTS:

(M) MEDIUM WORK

Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects.

POTENTIAL ENVIRONMENTAL CONDITIONS/HAZARDS:

Indoor office environment most often with indoor/outdoor movement between pods/locations frequently. Intermittent noise and activity level. Requires sitting, standing, walking, bending, stooping, kneeling, finger dexterity, talking, hearing, and visual acuity frequently.

TRAVEL:

Travel between sites occasionally. Travel out of county rarely.

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FOR HR USE ONLY:

DIVISION:	Student Services	DEPARTMENT:	Students at Risk
TITLE CODE:		CONTENT BY:	Director, Systems of Support (Students at Risk)
GRADE:	13	COMPENSATION:	Human Resources
UNIT:	NB (Non-Exempt)	LABOR RELATIONS:	Karyle Green, Ed.D.
LAST BOARD APVD:	Submitted 3/7/2023	CLASSIFICATION:	Karyle Green, Ed.D.
SCHEDULE:	8HRS. – 11 MONTHS (C8)		

REV:	DATE:	REVISION CONTROL:	INITIATED BY:
1.0	2/21/2023	Developed	

The above information on this 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 assigned to this job. Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Brevard Public Schools (BPS) is an equal opportunity/affirmative action employer committed to achieving excellence and strength through diversity. BPS seeks a wide range of applicants for its positions so that one of our core values, a qualified and diverse workforce, will be affirmed. Americans with Disabilities Act (ADA) compliance requires BPS to provide reasonable accommodations to qualified individuals with disabilities. Prospective and current employees are invited to discuss accommodations.