

**NORTH WASCO COUNTY SCHOOL DISTRICT**  
**JOB DESCRIPTION – District Behavior Specialist**

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**Title:** District Behavior Specialist  
**Classification:** Licensed  
**Reports To:** District Administration  
**Work Year** 190 Days/Year plus extended days

**Job Purpose Statement:**

The District Behavior Specialist works under the direction of District Administration and in coordination with building principals. The Behavior Specialist is primarily designed to support the Structured Learning Centers throughout the District. They will collaborate with instructional staff and administration to assess and develop behavior interventions for students with learning disabilities, as well as students experiencing emotional or social behaviors hindering their learning process.

**Job Qualifications - Licensure & Experience**

- Bachelor's Degree (*Master's Preferred*) in applied behavioral sciences, psychology, social work, education, or mental health related fields.
- At least two years' experience working in a school or treatment facility as a Behavior Specialist
- TSPC - Oregon Teaching or Personnel Service License

**Skills, Knowledge and/or Abilities**

- Ability to provide coaching, skills training and other supports to individuals who have, or are at risk for developing significant problem behavior(s) that impair their ability to effectively participate and benefit from their education, work, and other daily functional activities.
- Ability to communicate clearly in verbal and written formats.
- Ability to establish positive, flexible, and cooperative relationships with administrators, teachers, students, parents, and the public.
- Ability to make independent decisions according to established policies and procedures.
- Ability to understand and carry out oral and written instructions.
- Knowledge of behavior instruments, applied behavior analysis, federal, state, and local policies regarding confidentiality and special education.

**Essential Job Functions**

- Provides classroom support and oversight to SLC Programs.
- Assess student functional behavior capabilities within classroom and/or home environment for the purpose of designing behavior interventions.
- Demonstrates strong foundation in applied behavior analysis.
- Work with assessments and recommendations provided by District Psychologist.
- Designs and Interprets functional behavior analysis and multi-faceted behavior interventions. Uses data to make informed decisions
- Facilitates communication between students and/or parents with teachers and/or other personnel for the purpose of developing and implementing behavior plans and interventions, solving problems and/or resolving conflicts.
- Intervenes in occurrences of inappropriate behavior of students for the purpose of assisting students in modifying such behavior and developing successful interpersonal skills.
- Participates in various meetings (e.g. parent conferences, in-service training, site meetings, etc.) for the purpose of receiving and/or providing information and/or meeting credential requirements.

- Possesses excellent interpersonal skills, effective oral and written communication skills, the ability to handle emotionally charged situations and a basic understanding of educational curriculum and instructional methods.
- Prepares documentation (e.g. evaluations, observations, progress reports, contacts with parents, teachers and outside professionals, etc.) for the purpose of providing written support, developing recommendations and/or conveying information.
- Presents information on various topics related to area of professional expertise in behavior management for the purpose of communicating information to teachers, parents, students, etc.
- Researches resources and methods (i.e. intervention and treatment techniques, behavior assessment tools and methods, community resources, etc.) for the purpose of determining appropriate behavioral approaches for students' specific needs.
- Understands the behavior characteristics typically associated with various school age conditions (e.g. Autism, Behavior Disorders, Traumatic Brain Injury, Intellectual Disabilities, etc.)

**SUMMARY OF PHYSICAL DEMANDS RATINGS**

**Physical Requirements:**

- In an eight-hour day employee may:
 

a. Stand/Walk	<input type="checkbox"/> None	<input checked="" type="checkbox"/> 1-4 hrs	<input type="checkbox"/> 4-6 hrs	<input checked="" type="checkbox"/> 6-8 hrs
b. Sit	<input type="checkbox"/> None	<input type="checkbox"/> 1-3 hrs	<input type="checkbox"/> 3-5 hrs	<input checked="" type="checkbox"/> 5-8 hrs
c. Drive	<input type="checkbox"/> None	<input checked="" type="checkbox"/> 1-3 hrs	<input type="checkbox"/> 3-5 hrs	<input type="checkbox"/> 5-8 hrs
- Employee may use hands for repetitive:
 

<input checked="" type="checkbox"/> Single Grasping	<input checked="" type="checkbox"/> Pushing and Pulling	<input checked="" type="checkbox"/> Fine Manipulation
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- Employee may use feet for repetitive movement as in operating foot controls:
 

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
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- Employee may need to:
 

a. Bend	<input type="checkbox"/> Frequently	<input checked="" type="checkbox"/> Occasionally	<input type="checkbox"/> Not at all
b. Squat	<input type="checkbox"/> Frequently	<input checked="" type="checkbox"/> Occasionally	<input type="checkbox"/> Not at all
c. Climb Stairs	<input type="checkbox"/> Frequently	<input checked="" type="checkbox"/> Occasionally	<input type="checkbox"/> Not at all
d. Lift	<input type="checkbox"/> Frequently	<input checked="" type="checkbox"/> Occasionally	<input type="checkbox"/> Not at all
- Lifting:
 

<input type="checkbox"/> Sedentary Work: Lifting 10 pounds occasionally with frequent sitting and occasional standing/walking.
<input type="checkbox"/> Light Work: Lifting 20 pounds occasionally with occasional sitting and frequent standing/walking.
<input checked="" type="checkbox"/> Medium Work: Lifting 50 occasionally, 25 pounds frequently with occasional sitting and frequent standing/walking.
<input type="checkbox"/> Medium Heavy Work: Lifting 75 pounds occasionally, 35 pounds frequently with occasional sitting and frequent standing/walking.
<input type="checkbox"/> Heavy Work: Lifting 100 pounds occasionally, 50 pounds frequently with occasional sitting and frequent standing/walking.

**Mandatory Child Abuse Reporting**

As mandatory reporter (ORS.419b.010) you are required to immediately report to Law Enforcement and or Department of Human Services, any instances of suspected child abuse. I have read and received a copy of this job description.

**Print Your Name:**

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**Employee Signature**

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**Date**