

EDUCATIONAL – GROUP 3

Job Description

*Limit one per building

I. Qualifications:

- A. At least 10 years of experience working with children, with at least 5 in a role specific to behavioral intervention or similar
- B. Registered Behavior Technician or similar training
- C. Ability to lead restorative Circles and Practices
- D. FBA/BSP Certification
- E. CPI Certification
- F. Equity centered and trauma informed
- G. Familiarity with and ability to implement Tier 1,2 and 3 MTSS/PBIS systems
- H. Formal training and work experience in disability-specific methodologies

II. Employment Terms:

Student days plus 11 days to be designated by the Superintendent. Benefits outlined in the ESP Collective Bargaining Agreement.

III. Reporting Level:

Paraprofessional is supervised by and reports to the Building Administrator.

IV. Job Functions:

- A. Attend in service day meetings and act as a liaison between teachers, administrators and support staff to ensure effective communication and collaboration
- B. Conduct Functional Behavior Analysis' (FBA) and lead implementation of behavioral plans (BPS)
- C. Crisis Response ie. Responds to all behavioral calls in the building to de-escalate, escort, restrain, or seclude when needed
- D. Coaches teachers and paraprofessionals in use of universal supports to prevent behavioral disruption
- E. Co-plans and facilitates professional development on behavioral PBIS
- F. Participate in training opportunities provided.
- G. Participate in scheduled staff meetings, team meetings, and in-services
- H. Supports staff with transitions, breaks and coverage
- I. Perform other duties as assigned by supervisors.
- J. Confidentiality regarding any personally identifiable student information will be maintained at all times.

V. Evaluation:

The Paraprofessional will be evaluated by the Building Administrator on an annual basis. This evaluation will be based upon this job description and other relevant criteria.